

Charity Registration No. 1177502

**YOUTH WORKS NORTHAMPTONSHIRE**  
**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2020**

# YOUTH WORKS NORTHAMPTONSHIRE

## LEGAL AND ADMINISTRATIVE INFORMATION

---

### Trustees

Dr S Currie	
Ms M A Don	
Mr J Webster	
Mr K R Standishday	(Resigned 13 May 2019)
Mr A Irwin	
Mrs T Wright	(Appointed 2 March 2020)
Mrs C Weston	(Appointed 1 November 2019)

### Charity number

1177502

### Independent examiner

Azets  
Thorpe House  
93 Headlands  
Kettering  
Northamptonshire  
NN15 6BL

# YOUTH WORKS NORTHAMPTONSHIRE

## CONTENTS

---

	<b>Page</b>
Trustees' report	1 - 3
Statement of trustees' responsibilities	4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Statement of cash flows	8
Notes to the financial statements	9 - 15

---

# YOUTH WORKS NORTHAMPTONSHIRE

## TRUSTEES' REPORT

### *FOR THE YEAR ENDED 31 MARCH 2020*

---

The trustees present their report and financial statements for the year ended 31 March 2020.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Charity's constitution, the Charities Act 2011 and "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)" (as amended for accounting periods commencing from 1 January 2016)

#### **Objectives and activities**

The objectives of Youth Works Northamptonshire are the advancement of life in young people by, acting as a resource for young people up to the age of 25 years living in Northamptonshire by providing advice and assistance and organising programmes of physical, educational, emotional support and other activities as a means of:

- (a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- (b) advancing education;
- (c) relieving unemployment;
- (d) providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons.

Our philosophy on youth engagement and our passion for continually improving the quality of our services means we are always adapting to the changing needs of young people.

The Trustees have taken due regard to the Charity Commission's guidance on public benefit.

Our current services include:

- an education provision for young people at risk of exclusion from mainstream education or those young people struggling to engage with mainstream education to improve educational attainment.
- counselling and a range of other support services and targeted interventions to address mental ill health and improve emotional and social wellbeing.
- a range of clubs, activities and projects to improve social wellbeing and skill development.
- a range of community events, activities and projects to raise public awareness of the issues affecting young people and marginalised/minority groups such as the LGBTQ community, enabling them to participate in the wider community.

# YOUTH WORKS NORTHAMPTONSHIRE

## TRUSTEES' REPORT (CONTINUED)

### FOR THE YEAR ENDED 31 MARCH 2020

---

#### Achievements and performance

On the 2nd April 2019 the college was inspected by Ofsted for the first time and we were very pleased that we achieved 'Good' ratings in all areas with an overall inspection rating of 'Good'. Ofsted reported, amongst other things, that *'The quality of teaching is consistently good. Staff plan a range of stimulating activities that motivate and challenge pupils', 'Pupils behave well in lessons and during social times. Incidents of bullying and derogatory language are extremely rare. Pupils are kept safe.'* And, *'Pupils' attendance increases significantly when compared to their attendance at their previous school or setting.'* The full report can be found at <https://files.ofsted.gov.uk/v1/file/50075999>. Ofsted suggested 3 areas for further improvement - all of which we have been working on throughout the year.

This year we worked with over 40 young people, providing full and part time education placements. Our year 11 leavers went on to positive destinations and many visit to update us on how they are doing or to get support in dealing with the transition from school to work or training.

We have added several subjects to the curriculum including City and Guilds Travel and Tourism, Small Animal Care (to be incorporated as part of C&G Employability) and History and Science programmes (currently unaccredited). We have registered with Pearsons to deliver iGCSE qualifications in English and Maths.

Over 700 young people were referred (or referred themselves) to our counselling and emotional wellbeing service supported during the year, with 88% reporting an improvement in their mental health/emotional wellbeing. We provided 2847 counselling sessions during this time.

The number of services we provide increased throughout the year:

- Equal in Mind, a two-year project to work with young women aged 16 – 25 – targeting BAME, domestic violence started in June with three strands to the work – counselling, groupwork and outreach work.
- Shack (Sexual Health Advice Corby & Kettering), a three-year project which started in September and is funded through the Horner Foundation, offering drop in sessions and peer education/ involvement. We have produced a film with support from our patron, James Acaster which shall be used in Secondary Schools across Corby and Kettering.
- Our Happier Families project started in October offering support and interventions for families. This is a three-year project.
- Corby Young Minds Matter looks to improve Emotional wellbeing support for young people and children and support for those affected by them. It is a yearlong project which we started in the Autumn term.
- In January we received funding through the Waiting List Initiative to help us reduce our waiting lists as well as funding to offer a Rapid response to RMC referrals.
- Our first weekly Crisis Café for Young People, with our counsellors working alongside St Andrews Healthcare and CAMHS opened in January.

In October we were able to offer a CPCAB level 2 Certificate in Counselling Skills course; eight students achieved their qualification with many interested in volunteering with us in the future. Plans are underway to offer a second level 2 course and a level 3 course.

Our fundraising opportunities this year have been supported through some amazing challenges that took place this year. John Garner walked the Hebridean Way in May - 150 miles of walking the Hebridean islands. Alan Irwin took the challenge of cycling 6 Alps in 6 days in June. And in July Gareth Wright took part in Ride London, cycling 100 miles from Queen Elizabeth Olympic Park, through the Surrey hills and finishing on the Mall. These have not only increased our funds but have helped increase the profile of our charity and we are incredibly grateful to them.

Young people remain firmly at the Centre of Youth Works. With funding from Kettering Borough Council, we were able to offer exciting Easter & Summer holiday clubs. We have offered classes in: Street Dance, Circus Skills, Nail Art, Arts & Crafts and Bikeability. Our weekly LGBTQ group Hide & Seek, held a stall at Johnny's Happy Place summer fete. We took part in the Kettering Teenage Market in July, held our now annual Halloween Walk of Terror in October, and for the second year we joined with Johnny's Happy Place to make Lanterns and walk to the Market Place for the Christmas Lights evening (distributing information about supporting mental health during Christmas).

# YOUTH WORKS NORTHAMPTONSHIRE

## TRUSTEES' REPORT (CONTINUED)

**FOR THE YEAR ENDED 31 MARCH 2020**

---

Covid-19 brought challenge to our Organisation at the end of the year; our staff have shown great commitment and resilience, learning new skills and adapting their normal ways of working during these times and we are very grateful that we have been able to maintain our services, albeit some in very different ways, whilst following all the Covid-19 lockdown requirements.

### Financial review

This has been a successful year; Youth Works Community College and the partnerships we are forging with local Secondary Schools, together with the commitment from the NHS Nene and Corby Clinical Commissioning Groups for 2020/2021, means Youth Works Northamptonshire is financially secure for the next financial year. Covid-19 brings its own set of challenges but the Board of Trustees will develop and appropriately adjust its business strategy to ensure effective management of funds.

In accordance with recommended practice, it is Youth Works Northamptonshire's policy to hold reserves equivalent to six month's running costs.

The free reserves of £427,187 (2019: £326,206) held at 31st March 2020 are above this level, however we expect to bring the reserves in line with this policy over the next 12 months.

The trustees has assessed the major risks to which the Charity is exposed, and are satisfied that systems are in place to mitigate exposure to the major risks.

### Structure, governance and management

Youth Works Northamptonshire is a Charitable Incorporated Organisation governed by its constitution. The Trustees are responsible for the strategic direction of the charity and has delegated the day-to-day management of Youth Works Northamptonshire to the Chief Executive Officer.

The trustees who served during the year and up to the date of signature of the financial statements were:

Dr S Currie

Ms M A Don

Mr J Webster

Mr K R Standishday

(Resigned 13 May 2019)

Mr A Irwin

Mrs T Wright

(Appointed 2 March 2020)

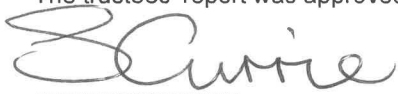
Mrs C Weston

(Appointed 1 November 2019)

New Trustees are appointed with regard to the skills, knowledge and experience needed for the effective administration of the charity. New Trustees are recruited via features shared through printed publications, social media and through local and regional networks targeted according to the skills and knowledge required. Applicants are interviewed by a panel of Trustees who reach a decision as to the suitability of the applicant. Youth Works Northamptonshire adheres to their equal opportunities through all elements of the recruitment process. All successful candidates are appointed subject to a satisfactory DBS check for a three-year term.

All new trustees receive a 'New Trustee Information Pack' which includes a copy of Youth Works Northamptonshire's constitution, the latest annual report, information relating to the role of the Trustee and a number of policies key to their role.

The trustees' report was approved by the Board of Trustees.



Dr S Currie

Trustee

Dated: .....

9/10/20

# **YOUTH WORKS NORTHAMPTONSHIRE**

## **STATEMENT OF TRUSTEES' RESPONSIBILITIES**

***FOR THE YEAR ENDED 31 MARCH 2020***

---

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

# YOUTH WORKS NORTHAMPTONSHIRE

## INDEPENDENT EXAMINER'S REPORT

### TO THE TRUSTEES OF YOUTH WORKS NORTHAMPTONSHIRE

---

I report to the trustees on my examination of the financial statements of Youth Works Northamptonshire (the Charity) for the year ended 31 March 2020.

#### **Responsibilities and basis of report**

As the trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 (the 2011 Act).

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the 2011 Act. In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

#### **Independent examiner's statement**

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

Your attention is drawn to the fact that the charity has prepared financial statements in accordance with Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) in preference to the Accounting and Reporting by Charities: Statement of Recommended Practice issued on 1 April 2005 which is referred to in the extant regulations but has now been withdrawn.

I understand that this has been done in order for financial statements to provide a true and fair view in accordance with Generally Accepted Accounting Practice effective for reporting periods beginning on or after 1 January 2015.

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

- 1 accounting records were not kept in respect of the Charity as required by section 130 of the 2011 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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



P Tyler (ICAEW)  
Azets

Thorpe House  
93 Headlands  
Kettering  
Northamptonshire  
NN15 6BL

Dated: ..... 16/4/2020 .....

# YOUTH WORKS NORTHAMPTONSHIRE

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted funds 2020 £	Unrestricted funds 2019 £
<b><u>Income from:</u></b>			
Donations and legacies	3	6,845	325,263
Charitable activities	4	601,455	289,989
Other trading activities	5	9,171	12,728
<b>Total income</b>		<u>617,471</u>	<u>627,980</u>
<b><u>Expenditure on:</u></b>			
Charitable activities	6	<u>516,490</u>	<u>301,774</u>
<b>Net income for the year/ Net movement in funds</b>		100,981	326,206
Fund balances at 1 April 2019		326,206	-
<b>Fund balances at 31 March 2020</b>		<u><u>427,187</u></u>	<u><u>326,206</u></u>

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

All income and expenditure derive from continuing activities.

# YOUTH WORKS NORTHAMPTONSHIRE

## BALANCE SHEET

AS AT 31 MARCH 2020

	Notes	2020 £	£	2019 £	£
<b>Current assets</b>					
Debtors	11	61,315		161,725	
Cash at bank and in hand		492,304		224,087	
		<u>553,619</u>		<u>385,812</u>	
<b>Creditors: amounts falling due within one year</b>	12	(126,432)		(59,606)	
Net current assets			<u>427,187</u>		<u>326,206</u>
<b>Income funds</b>					
Unrestricted funds - general			427,187		326,206
			<u>427,187</u>		<u>326,206</u>

The financial statements were approved by the Trustees on 16/09/2020



Dr S Currie  
Trustee

# YOUTH WORKS NORTHAMPTONSHIRE

## STATEMENT OF CASH FLOWS

*FOR THE YEAR ENDED 31 MARCH 2020*

	Notes	2020 £	£	2019 £	£
<b>Cash flows from operating activities</b>					
Cash generated from operations	17	268,217		224,087	
<b>Net cash used in investing activities</b>			-		-
<b>Net cash used in financing activities</b>			-		-
<b>Net increase in cash and cash equivalents</b>		268,217		224,087	
Cash and cash equivalents at beginning of year		224,087			-
<b>Cash and cash equivalents at end of year</b>		492,304		224,087	

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS

**FOR THE YEAR ENDED 31 MARCH 2020**

---

### **1 Accounting policies**

#### **Charity information**

Youth Works Northamptonshire is a Charitable Incorporated Organisation governed by its constitution. The registered office is on page 1 of the financial statements.

#### **1.1 Accounting convention**

The financial statements have been prepared in accordance with the Charities Act 2011 and "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)" (as amended for accounting periods commencing from 1 January 2016). The Charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

#### **1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

#### **1.4 Incoming resources**

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

#### **1.5 Resources expended**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

---

### 1 Accounting policies (Continued)

#### 1.6 Cash and cash equivalents

Cash and cash equivalents include cash at bank and in hand.

#### 1.7 Financial instruments

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

#### 1.8 Debtors

Trade and other debtors are recognised at the settlement amounts after any trade discount offered.

### 2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

### 3 Donations and legacies

	Unrestricted funds general 2020 £	Total 2019 £
Donations	6,845	325,263

Donations include £Nil (2019:£258,544) from Youth Works (Corby and Kettering) C.I.C. This was a transfer of assets from the C.I.C. to the C.I.O.

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

### 4 Charitable activities

	Education Services 2020 £	Education Services 2019 £
Education services	229,087	130,453
Counselling	262,436	141,429
Young People's activities	10,473	6,717
Holiday club	27	1,691
Post 16 services	2,823	9,699
VCSE	84,289	-
Other income	12,320	-
	<u>601,455</u>	<u>289,989</u>

### 5 Other trading activities

	Unrestricted funds general 2020 £	Unrestricted funds general 2019 £
Lettings Income	<u>9,171</u>	<u>12,728</u>

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

6

Charitable activities

	Direct costs	Support costs	Total	Total
	2020	2020	2020	2019
	£	£	£	£
Staff costs	-	431,790	431,790	249,280
Purchases	26,437	-	26,437	20,602
DBS Checks	-	367	367	852
Rent & Rates	-	26,151	26,151	14,151
Travel & Expenses	-	315	315	494
Office Stationary	-	4,046	4,046	1,558
Telephone	-	3,412	3,412	2,387
Computer & Software	-	12,429	12,429	6,082
Legal & Professional Fees	-	5,886	5,886	3,007
Insurance	-	4,161	4,161	1,939
Sundry expenses	-	1,496	1,496	1,422
	<u>26,437</u>	<u>490,053</u>	<u>516,490</u>	<u>301,774</u>
	<u>26,437</u>	<u>490,053</u>	<u>516,490</u>	<u>301,774</u>

## 7 Independent Examiner's remuneration

The analysis of auditor's remuneration is as follows:

	2020	2019
	£	£
Independent Examiner Remuneration	<u>2,500</u>	<u>2,000</u>

## 8 Trustees

None of the trustees (or any persons connected with them) received any remuneration, benefits or expenses from the Charity during the year.

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

### 9 Employees

#### Number of employees

The average monthly number of employees during the year was:

	2020 Number	2019 Number
	22	20
<b>Employment costs</b>	<b>2020</b>	<b>2019</b>
	£	£
Wages and salaries	336,303	228,814
Social security costs	18,818	16,224
Other pension costs	7,277	4,242
Subcontractors	69,392	-
	431,790	249,280

There were no employees whose annual remuneration exceeded £60,000.

### 10 Key Management Personnel

The key management in this charity are considered to be the Trustees, the CEO and Headteacher, the Duty Headteacher and the Business and Finance Manager.

Key management personnel, in aggregate, received compensation of £111,538 (2019:£83,240) during the year.

### 11 Debtors

	2020 £	2019 £
<b>Amounts falling due within one year:</b>		
Trade debtors	56,436	59,947
Other debtors	-	98,658
Prepayments and accrued income	4,879	3,120
	61,315	161,725

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

### 12 Creditors: amounts falling due within one year

	Notes	2020 £	2019 £
Other taxation and social security		6,301	-
Deferred income	13	111,044	56,391
Trade creditors		3,706	347
Accruals		5,381	2,868
		<u>126,432</u>	<u>59,606</u>

### 13 Deferred income

	2020 £	2019 £
Deferred income	<u>111,044</u>	<u>56,391</u>

At the balance sheet date the Charity was holding funds received in advance of the next financial year for counselling and the remaining alternative education provision for transferred onto the school roll in January.

### 14 Unrestricted funds

These are unrestricted funds which are material to the Charity's activities made up as follows:

	Balance at 1 April 2019 £	Movement in funds		Balance at 31 March 2020 £
		Incoming resources £	Resources expended £	
General Fund	<u>326,206</u>	<u>617,471</u>	<u>(516,490)</u>	<u>427,187</u>

### 15 Analysis of net assets between funds

	Unrestricted funds 2020 £	Unrestricted funds 2019 £
Fund balances at 31 March 2020 are represented by:		
Current assets/(liabilities)	<u>427,187</u>	<u>326,206</u>
	<u>427,187</u>	<u>326,206</u>

### 16 Related party transactions

There were no disclosable related party transactions during the year.

# YOUTH WORKS NORTHAMPTONSHIRE

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2020

17 Cash generated from operations	2020 £	2019 £
Surplus for the year	100,981	326,206
Movements in working capital:		
Decrease/(increase) in debtors	100,410	(161,725)
Increase in creditors	12,173	3,215
Increase in deferred income	54,653	56,391
<b>Cash generated from operations</b>	<u>268,217</u>	<u>224,087</u>
18 <b>Analysis of changes in net funds</b>		
The Charity had no debt during the year.		