



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1-Apr-22 Period start date To 31-Mar-23 Period end date

Charity name: Youth Mix

Charity registration number: 1194031

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<p>To act as a resource for young people by providing advice and assistance, and by organising programmes in order to:</p> <ul style="list-style-type: none">a) help young people by developing their skills to enable them to participate in society as independent, mature, and responsible individuals.b) advance education.c) combat unemployment.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	<p>The key activities undertaken during the financial year are as follows:</p> <ul style="list-style-type: none">a) Young Offenders Mentoring Programme. As part of this programme, we are mentoring young offenders within prisons to support reintegration into society upon release and reduce the likelihood of reoffending. Planning and piloting of the first phase has commenced during the period including establishing networks with His Majesty's Prison and Probation Service. Grant funding has also been received towards the end of the financial year to progress this programme which will remain a key area of focus for the year ahead.b) Young Leaders Programme. Our Young Leaders Programme represents a small group of young people who have been carefully selected to play key volunteer roles within Youth Mix. They gain early leadership experience by feeding into the strategic direction of Youth Mix. They support and deliver projects and operational activities with their peers which gives them direct hands-on work experience as well as an opportunity to

		<p>deliver value into the various communities. Young Leaders also receive one-to-one support from our CEO and Youth Programme Manager, which includes feedback and mentoring to support their own personal development.</p> <p>c) Employability Review Programme. This programme remains ongoing in response to increased youth unemployment, with a fundamental barrier being an inadequate CV. We address this, by bringing together a network of CV reviewers to help young people put their best foot forward in applying for jobs. As part of this programme, young people send their CV to Youth Mix via our website, and we then distribute them to our network of professional volunteers, who swiftly provide feedback and recommendations for improvements. Additionally, we provide a template and instructions for people writing their first CV.</p>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>We confirm that all Youth Mix Trustees have had regard to the guidance issued by the Charity Commission on public benefit. Youth Mix programmes are generally tailored to the individual and aims to provide personal benefits rather than public benefit. E.g. Young Leader Programme.</p> <p>Having said that, by upskilling and supporting young people's success (both within the Young Leaders Programme and the Young Offenders Mentoring Programme) this would support the public by reducing the reliance on Government funding (when they get jobs). In addition, by providing guidance and support to young people with a conviction, it will result in a more positive contribution to the community.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Not applicable
Policy on social investment including program related investment	Para 1.38	Not applicable
Contribution made by volunteers	Para 1.38	<p>Since inception, Youth Mix has operated as a volunteer run charity and so volunteers have had a profound impact in shaping and delivering projects, as well as administrative roles to facilitate the day-to-day running of the charity – including:</p> <ul style="list-style-type: none"> - Maintenance of relevant policies and procedures

		<ul style="list-style-type: none"> - Recruitment of new volunteers, Trustees and Young Leaders - Planning and research for new and existing projects - Delivery of current projects - Running of Trustee Boards and other working groups - Review of CVs via the Employability Review Programme - Mentoring and upskilling Young Leaders via the Young Leaders Programme - Recruiting and training mentors for the Young Offenders Mentoring Programme - Working in partnership with His Majesty's Prison and Probation Service (HMPPS) - Supporting fundraising activities - Running our social media platforms and promoting Youth Mix
Other		-

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>During the period, Youth Mix has made some significant steps forward in progressing the aims of the charity, with notable achievements including:</p> <ul style="list-style-type: none"> - Awarded the 'Most Innovative Youth Upskilling Charity 2023 – England' via the Non-Profit Organisation Awards sponsored by Acquisition International - Increased confidence for the Youth Mix Young Leaders to navigate the interview process as well as within the workforce - Successful bid of grant funding via The National Lottery Community Fund

		<ul style="list-style-type: none"> - Set up and continued delivery of the Young Offenders Mentoring Programme including recruitment of more volunteers (mentors) - Successful partnership with HMPPS - Continuation of Employability Review Programme and Young Leaders Programme
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	-
Performance of fundraising activities against objectives set	Para 1.41	-
Investment performance against objectives	Para 1.41	-
Other		-

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As per the accounts for the year-ending 31-Mar-23, Youth Mix holds cash at bank of £10,534.36 which is made up of £9804.70 restricted funds and £729.66 unrestricted funds.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	The Trustees consider that an appropriate level of reserves to be held is 6 months of committed expenditure (which has been maintained throughout the financial year). Given the charity is currently run on a volunteer basis, the level of reserves at year-end is considered sufficient however this will be reviewed on an annual basis to ensure that it is aligned with the charity's plans for growth. Annual accounts are prepared on a receipts and payments basis, in line with Charity Commission guidance. Where payables are held at year-end, these obligations are settled with regard to the reserves policy where possible.
Amount of reserves held	Para 1.22	As per the above and year-end accounts, £729.66 of reserves are held (unrestricted funds).
Reasons for holding zero reserves	Para 1.22	Not applicable
Details of fund materially in deficit	Para 1.24	Not applicable
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	Uncertainties are mitigated by the volunteer-based nature of operating the charity which keeps running costs at a minimum, alongside the reserves policy noted above. Further planning is taking place to review the overarching charity strategy, including fundraising to support ongoing viability of the charity

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Youth Mix is funded via grant funding and supporter donations.
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not applicable
A description of the principal risks facing the charity	Para 1.46	Key risks facing the charity predominantly stem from a reliance on volunteers to deliver our programmes and objectives, given we are a volunteer-based charity. However, to mitigate this risk, we utilise a volunteer agreement to set expectations around volunteering time as well as notice periods to facilitate handover and transfer of knowledge. As a small charity, most roles are held by individuals rather than teams which can result

		<p>in single points of failure; this includes senior positions such as the CEO. Regular communication between the CEO and the Trustee Board, as well as having the senior operational team in place helps reduce the reliance on the knowledge and expertise held by the CEO.</p> <p>In addition, the charity received funding up until November 2024 to implement the Young Offenders Mentoring Programme, however, the continuation and growth of this programme dependent on further funding.</p>
Other		-

Structure, Governance and Management

Description of charity's trusts:		Not applicable
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution of Youth Mix - A Charitable Incorporated Organisation where the only voting members are its charity trustees.
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	CIO (Charitable Incorporated Organisation)
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Youth Mix is governed by the CIO and all Trustees have equal voting rights. This ensures all areas of the organisation can be governed appropriately.</p> <p>Youth Mix ensures that there are a range of professional backgrounds and experiences represented on the Trustee Board, as well as disciplines and areas of expertise (e.g. finance, governance, programme delivery, etc). All Trustees must go through a formal application and interview process before being offered the role. Once an offer is accepted, appropriate checks such as DBS are conducted.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	<p>Youth Mix has several policies that underpin the induction and training of Trustees, which are updated on a rolling annual cycle.</p> <p>Some of our policies include:</p> <ul style="list-style-type: none"> - Safeguarding policy - Data protection policy - HR policy - Health & Safety policy - Volunteering policy - Complaints procedure - Equality & Diversity - Finance policy - Confidentiality policy
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	-
Other		-

Reference and Administrative details

Charity name	Youth Mix
Other name the charity uses	-
Registered charity number	1194031
Charity's principal address	27 Fairburn Court London SW15 2AU

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Emma Gibson			
2	Cezar Gherghel			
3	Con Konstant	Treasurer		
4	Stephanie Woodley		10 November 2022	
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Corporate trustees – names of the directors at the date the report was approved

Director name		
-		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	
-		

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	-
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	-
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	-

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
-	-	-

Name of chief executive or names of senior staff members (Optional information)

Helen Kwok (Chief Executive Officer)

Exemptions from disclosure

Reason for non-disclosure of key personnel details

-

Other optional information

-

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Name	Emma Gibson	Cezar Gherghel	Con Konstant	Stephanie Woodley	
Position	Trustee	Trustee	Trustee	Trustee	
Date					

Receipts and Payments Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity name	Youth Mix	Charity Number	1194031
For the period	From (start date) 01-Apr-22	To (end date)	31-Mar-23

Section A Receipts and payments

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £	Prior year funds £
A1 Receipts					
Donations and legacies	313	10,000	-	10,313	303
Charitable activities	-	-	-	-	-
Other trading activities	-	-	-	-	-
Other (opening balance of donations)	-	-	-	-	-
Sub total	313	10,000	-	10,313	303
A2 Asset and investment sales					
	-	-	-	-	-
Total receipts	313	10,000	-	10,313	303
A3 Payments					
Raising funds	-	-	-	-	-
Charitable activities	-	-	-	-	-
Other	-	195	-	195	156
Sub total	-	195	-	195	156
A4 Asset and investment purchases					
	-	-	-	-	-
Total payments	-	195	-	195	156
Net of receipts / (payments)	313	9,805	-	10,118	147
A5 Transfers between funds					
	-	-	-	-	-
A6 Cash funds last period end	416	-	-	416	269
Cash funds this period end	730	9,805	-	10,534	416

Section B Statement of assets and liabilities at the end of the period

	Unrestricted funds £	Restricted income funds £	Endowment funds £	Total funds £	Prior year funds £
B1 Cash funds					
Cash at bank	931	8,963	-	9,895	416
Other	-	-	-	-	-
Total cash funds	931	8,963	-	9,895	416
B2 Other monetary assets					
Tax reclaim due	-	-	-	-	-
Other	60	-	-	60	208
Total	60	-	-	60	208
B3 Investment assets					
Investments	-	-	-	-	-
Other	-	-	-	-	-
Total	-	-	-	-	-
B4 Assets retained for the charity's own use					
Computers and other equipment	-	-	-	-	-
Furniture, fixtures and fittings	-	-	-	-	-
Total	-	-	-	-	-
B5 Liabilities					
Volunteer expenses not yet paid	- 1,184	-	-	- 1,184	- 957
Supplier accounts not yet paid	-	-	-	-	-
Total	- 1,184	-	-	- 1,184	- 957

Signed by one or two trustees on behalf of all the trustees

Signature	Print name	Date of approval
Con Konstant	Con Konstant	15-Nov-23