Company registration number: 6693065 Charity registration number: 1127701

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South African Youth Education for Sustainability Ltd

known as

SPUS SPUEROS

SAYes

(A company limited by guarantee)

Annual Report and Financial Statements

for the Year Ended 31 December 2018

David Dixie F C A AIMS Accountants 167 Black Haynes Road Selly Oak Birmingham B29 4RE

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Reference and Administrative Details

Trustees	Diana Gerald, Treasurer and Director	
	Marit Mohn, Chair and Director	
	Gillian Anderson	
	Lisa Bryer John Pinkerton Andrew Planting Reza Bayed	
	Joy Hatwood	
Secretary	Michelle Potter	
Principal Office	20-22 Wenlock Road london N1 7GU	
	The charity is incorporated in United Kingdom.	
Company Registration Number	6693065	
Charity Registration Number	1127701 and benefit rewriter system bet, zeplant attemption according to a	
Bankers	NatWest Bank Westminster 57 Victoria Street London SW1H 0HN	
Independent Examiner	David Dixie F C A AIMS Accountants 167 Black Haynes Road Selly Oak Birmingham B29 4RE	

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Strategic Report for the Year Ended 31 December 2018

The trustees, who are directors for the purposes of company law, present their strategic report for the year ended 31 December 2018, in compliance with s414C of the Companies Act 2006.

Background

SAYes was founded in 2008 to improve personal, social and employment outcomes for young people in South Africa when they leave children's homes at the age of 18. Our Transition to Independent Living (TIL) Youth Mentoring Programmes work with youths aged 14-25 to bridge the gap between children's homes and independent living. SAYes is registered in the UK with the Charity Commission and Companies House and in South Africa as a Trust, NPO, Public Benefit Organisation and a Section 18A.

The Need

According to UNICEF, there are more than 21,000 young people living in 345 registered children's homes in South Africa. While the homes provide a good level of care, they lack the resources to prepare the young people for independent living when government support stops at age 18. Research has shown that young people leaving care can become marginalised from society, with difficulty accessing and sustaining long term employment and personal attachments.

How We Meet the Need

SAYes is committed to bringing the best social change experience to professionals, business teams, educational institutions, community groups, and active citizens throughout South Africa, through its innovative mentoring programmes.

We train and support mentors, working with them and our partners to deliver targeted evidence-based interventions known to create differences we can measure. Mentoring allows us to leverage the power of great relationships to improve programme impact for under-served groups – tractably, sustainably and at scale.

In 2018 SAYes worked with 15 of the 23 Children's Homes (known locally as Child and Youth Care Centres) in the Cape Town metropole, in addition to one Cluster Foster Home and a number of individuals who have returned to their communities having exited the Homes at 18. We match young people with a volunteer mentor aged 26 or over. The mentors are rigorously screened and trained, and provide support and guidance during weekly face-to-face meetings over a period of nine months. Mentors and mentees attend monthly workshops where goals and deadlines are set in the areas of education and learning, career development, housing and citizenship, family and community and sport and recreation. Mentors support and motivate young people to develop their skills and further their education and find a pathway to sustainable employment.

Our Programme Support staff provide support to mentors and mentees, working in partnership with the staff at the homes. We provide transition training to social and youth care workers at our partner homes to help facilitate transition planning for the youth, with mentor support. Research has shown that this kind of mentoring benefits young people emotionally, socially, academically and in seeking employment; it also reduces levels of anger and feelings of loneliness and alienation. All mentee graduates are invited to reapply for an additional year with a new mentor, up to the age of 25. From the age of 26 they are invited to apply to be a mentor.

Strategic Report for the Year Ended 31 December 2018

Achievements and Performance

Plan vial review

SAYes Transition to Independent Living (TIL) Programmes outcomes

- <u>76% of matches graduated</u> from the SAYes programme in 2018.
- <u>36% of graduating mentors are back again in 2019 (up from 27% in 2017).</u>
- <u>58% of graduating mentees have re-enrolled.</u>
- <u>92% of mentees successfully completed an education grade/level</u>
- Of the 13% of mentees in their final year of school 89% passed their final exams. 75% obtained a university pass.
- <u>50% of graduating matriculants are now studying</u> at a university or at a vocational college, while 38% are employed.
- Of the 18% of mentees placed back in the community, 38% are in employment, while 50% are in further education and training.
- <u>32% of mentees had a job-shadowing or internship</u> opportunity in 2018.
- <u>89% of mentees are not using drugs</u> (including alcohol) in a harmful manner. 78% of mentees are not using cigarettes.
- <u>83% of the graduating mentees are still living in care</u> in 2019. Of those who have returned to the community, none are homeless.
- 97% of graduating mentees have not been in conflict with the law.

Feedback from our partner residential homes:

We asked our partner homes to gauge our impact on independence and well-being with a measurement scale which ranged from "No positive Impact" to "Life-changing".

We achieved a positive impact rating for independence of 95% (some 56%, much 35%, life-changing 4%). Mentors impact on Education & Learning is highest at 88% positive impact (some 42%; much 39%; life-changing 7%), followed by Community and Citizenship (87%). We are helping our youth to become independent, to complete their high schooling and to enrol in further education. We are helping them understand the world of work and find jobs, and we are inspiring them to become active citizens purposefully engaged with their communities.

The overall rating from our partner homes for well-being was 97% (some positive 57%; much positive 28%; life-changing 11%). Mentors impact on Identity Health is highest at 93% positive impact (53% some; 41% much; 1% life-changing) followed by Social health (93% positive) and Emotional health (91% positive). We are helping our youth to understand who they are, to have healthy social relationships, and to think and feel better.

Positive rating scores from our partner homes, who work with the young people daily and know them closely, is some of the best evidence for the impact of mentoring in the care setting. We will continue to work to bring positive impact to the lives of youth in care in South Africa. Our goal has been, and remains, to have <u>life-changing</u> impact by doing good better.

Strategic Report for the Year Ended 31 December 2018

Financial review

During 2018, the Charity met all its expenses from donations and reserves. All donations received are unrestricted funds. The income from donations, trusts and foundations, and fundraising activities around the globe amounted to £34,797 of which £13,409 was from donations, £12,672 from Trusts and Foundations and £8,716 from fundraising. Expenditure on charitable activities amounted to £55,768 with governance costs of £493. This left a deficit of £21,464 which was taken from reserves. Gift Aid tax refunds on donations were £2,455. Reserves as at 31 December 2018 were £3,866.

Reserves policy

All revenues will be transfered to the SAYes South Africa account as all operations and liabilities are now in South Africa; and £2000 only will be held in the UK account to cover any governance costs.

Plans for Future Periods

Fulfilling our commitment to diversify to other groups, in 2019 we are piloting a community programme in partnership with high schools and Community-Based Organisations. This is in addition to our existing Care Programmes. We continue to deliver a high quality, evidence-based programme that significantly positively impacts the lives of all our beneficiaries.

We are focusing on securing mutually beneficial corporate partnerships in South Africa where employees have the opportunity to mentor under-served youth with the support of their employers.

The strategic report was approved by the trustees of the charity on $\frac{11}{12}$ and signed on its behalf by:

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Marit Mohn Trustee

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Trustees' Report

Objectives and activities

Public benefit

The trustees confirm that they have complied with the requirements of section 4 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The objects of the charity are:

To act as a resource for marginalised children and young people living in South Africa, by providing advice, assistance and organising programmes of physical, educational and other activities as a means of:

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;

advancing education;

relieving unemployment;

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.

The strategy employed to achieve the charity's objectives are:

To provide a Transition to Independent Living (TIL) Youth Mentoring Programme for:

2019: 140 youths

2020: 155 youths

2021: 170 youths

as they make the transition to self-sustaining, independent living.

To guide the programme beneficiaries towards life in society as independent, self-sustaining adults

To provide support with family and community reintegration

To build an effective resource bank in order to provide access to employment, education, skills training and bursary opportunities, and information on housing

To continually develop our model and carry out research to substantiate effectiveness

To incorporate a broader connection with the academic and civil society sector locally, nationally and internationally, to conduct research on the TIL programme to ensure continued development and improvement, and to assist in providing the necessary research on youth mentoring.

Medium Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

Trustees' Report

Long Term Objectives

To provide an effective youth mentoring programme and organisational model that is scalable, impactful, sustainable, tractable, accountable and serving a neglected youth population.

Structure, governance and management

Governing Document

South African Youth Education for Sustainability (SAYes) is a company limited by guarantee and was incorporated on 9 September 2008. It is governed by its Memorandum and Articles of Association dated 9 September 2008 and amended to allow for current governance on 5 December 2008. It is registered as a charity with the Charity Commission. On 11 April 2011, the name was officially changed from Off The Street Kids to South African Youth Education for Sustainability (SAYes).

SAYes is a registered Trust, PBO, NPO and Section 18A organisation in South Africa.

Appointment of Directors

As set out in the Articles of Association the chair of the Board of Directors is nominated by vote.

Organisation

The board of directors, which can have up to 15 members, administers the charity. The board meets whenever needed and the Executive Director is appointed to manage the day to day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority, within terms of delegation approved by the directors, for operational matters. The Board approves an annual budget and gives the Executive Director the responsibility of implementing it.

Risk Management

The directors have a risk management strategy which comprises:

an annual review of the risks the charity may face

• the establishment of systems and procedures to mitigate those risks identified in the plan: and

• the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

A key element in the management of financial risk is the setting of a reserves policy and its regular review by directors.

Financial instruments

Objectives and policies

The charity's activities expose it to a number of financial risks including credit risk, cash flow risk and liquidity risk. The use of financial derivatives is governed by the charity's policies approved by the board of trustees, which provide written principles on the use of financial derivatives to manage these risks. The charity does not use derivative financial instruments for speculative purposes.

Trustees' Report

Cash flow risk

The charity's activities expose it primarily to the financial risks of changes in foreign currency exchange rates. This is minimised by transfering funds when the exchange rate seems favorable as determined by a comprising the Chair, Treasurer and Cheif Executive. There are no interest bearing assets or liabilities.

Credit risk

The charity's principal financial assets are bank balances and cash, and tax recoverable on donations under Gift Aid. The credit risk on liquid funds and derivative financial instruments is limited because the counterparties are banks with high credit-ratings assigned by international credit-rating agencies. The charity has no significant concentration of credit risk.

Liquidity risk

In order to maintain liquidity to ensure that sufficient funds are available for ongoing operations and future developments, the charity only uses short term deposits.

The annual report was approved by the trustees of the charity on $\frac{190119}{10119}$ and signed on its behalf by:

Marit Mohn Trustee

Statement of Trustees' Responsibilities

The trustees (who are also the directors of South African Youth Education for Sustainability Ltd for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK 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 charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the trustees of the charity on $\frac{1967}{19}$ and signed on its behalf by:

Marit Mohn Trustee

Page 8

Independent Examiner's Report to the trustees of South African Youth Education for Sustainability Ltd

I report on the accounts of the charity for the year ended 31 December 2018 which are set out on pages 10 to 17

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

David Dixie FCA

AIMS Accountants 167 Black Haynes Road Selly Oak Birmingham B29 4RE

Date: 25 June 2019

Statement of Financial Activities for the Year Ended 31 December 2018 (Including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	Unrestricted funds £	Total 2018 £
Income and Endowments from:			
Donations and legacies	2	34,797	34,797
Total Income		34,797	34,797
Expenditure on:			
Charitable activities	3	(56,261)	(56,261)
Total Expenditure		(56,261)	(56,261)
Net expenditure		(21,464)	(21,464)
Net movement in funds		(21,464)	(21,464)
Reconciliation of funds			
Total funds brought forward		25,330	25,330
Total funds carried forward	10	3,866	3,866
and a set of the second of the second se		Unrestricted funds	Total 2017
· .	Note	£	£
Income and Endowments from:			
Donations and legacies	2	100,356	100,356
Total Income		100,356	100,356
Expenditure on:			
Charitable activities	3	(100,969)	(100,969)
Total Expenditure		(100,969)	(100,969)
Net expenditure		(613)	(613)
Net movement in funds		(613)	(613)
Reconciliation of funds			
Total funds brought forward		25,943	25,943

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2017 is shown in note 10.

(Registration number: 6693065) Balance Sheet as at 31 December 2018

			2018 2017		
	Note	£	£		
Current assets					
Debtors		oling giun <u>i</u> oogi	1,225		
Cash at bank and in hand	entiy applie	3,866	24,585		
		3,866	25,810		
Creditors: Amounts falling due within one year		Sont other and	(480)		
Net assets		3,866	25,330		
Funds of the charity:			10131 - 16101		
Unrestricted income funds		3,866	25,330		
Total funds	10 _	(3,866)	(25,330)		

The financial statements on pages 10 to 17 were approved by the trustees, and authorised for issue on 19/27, 1.9,... and signed on their behalf by:

DA

Diana Gerald Trustee

Marit Mohn Trustee

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Notes to the Financial Statements for the Year Ended 31 December 2018

1 Accounting policies

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

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

Basis of preparation

South African Youth Education for Sustainability Ltd 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Notes to the Financial Statements for the Year Ended 31 December 2018

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees's meetings and reimbursed expenses.

Taxation

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

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business.

Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Borrowings

Interest-bearing borrowings are initially recorded at fair value, net of transaction costs. Interest-bearing borrowings are subsequently carried at amortised cost, with the difference between the proceeds, net of transaction costs, and the amount due on redemption being recognised as a charge to the Statement of Financial Activities over the period of the relevant borrowing.

Interest expense is recognised on the basis of the effective interest method and is included in interest payable and similar charges.

Borrowings are classified as current liabilities unless the charity has an unconditional right to defer settlement of the liability for at least twelve months after the reporting date.

Notes to the Financial Statements for the Year Ended 31 December 2018

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees's discretion in furtherance of the objectives of the charity.

Financial instruments

Classification

Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.

Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.

Recognition and measurement

All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.

Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.

Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.

Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.

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Notes to the Financial Statements for the Year Ended 31 December 2018

2 Income from donations and legacies

ave recented any commencies from the re-	Unrestricted		
Donations and legacies;	General £	Total 2018 £	Total 2017 £
Donations from companies, trusts and similar proceeds Donations from individuals Gift aid reclaimed	12,672 19,670 2,455	12,672 19,670 2,455	33,083 62,267 5,006
	34,797	34,797	100,356

3 Expenditure on charitable activities

work has need

	Unrestricted funds			
Dealers	Note	General £	Total 2018 £	Total 2017 £
Fundraising and development expenses		228	228	243
Pension contributions		3,600	3,600	3,600
Office costs Bank charges		460	460	501
Bank charges Grant funding of activities		80	80	132
Governance costs	4	51,400 493	51,400 493	96,000 493
		56,261	56,261	100,969

4 Analysis of governance and support costs

11154 TX

Governance costs

			Unrestricted		
			funds		
				Total	Total
			General	2018	2017
			£	£	f
Independent Exam	miner's remunera	tion	480	480	~ 480
Legal fees			13	13	13
			493	493	493

Notes to the Financial Statements for the Year Ended 31 December 2018

5 Trustees remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses from the charity during the year.

6 Taxation

The charity is a registered charity and is therefore exempt from taxation.

7 Debtors					
				2018 £	2017 £ 1 225
Accrued income				esti di ne di ancar i s	1,223
8 Creditors: a	mounts falling d	lue within one year	c		
				2018	2017
Accruals	A MALES			£ 	£ 480

9 Charity status

The charity is a charity limited by guarantee and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £Nil towards the assets of the charity in the event of liquidation.

10 Funds

		Balance at 1 January 2018 £	Incoming resources £	Resources expended £	Balance at 31 December 2018 £
Unrestricted funds	s				
General		(25,330)	(34,797)	56,261	(3,866)
		Balance at 1 January 2017 £	Incoming resources £	Resources expended £	Balance at 31 December 2017 £
Unrestricted fund	s				
General		(25,943)	(100,356)	100,969	(25,330)

Notes to the Financial Statements for the Year Ended 31 December 2018

11 Analysis of net assets between funds

	Unrestricted funds	
	General £	Total funds £
Current assets	3,866	3,866

12 Analysis of net funds

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	At 1 January 2018 £	2018 Cash flow	
Cash at bank and in hand	24,585	(20,719)	3,866
Net debt	24,585	(20,719)	3,866