

Charity Registration No. 1177502

**YOUTH WORKS NORTHAMPTONSHIRE
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

YOUTH WORKS NORTHAMPTONSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Dr S Currie Ms M A Don Mr J Webster Mr K R Standishday Ms F Seymour Mr A Irwin	(Resigned 13 May 2019) (Resigned 24 March 2018) (Appointed 29 October 2018)
Charity number	1177502	
Registered office	Keystone Centre 97 Rockingham Road Kettering NN16 PHX	
Independent Examiner	Baldwins Thorpe House 93 Headlands Kettering Northamptonshire NN15 6BL	

YOUTH WORKS NORTHAMPTONSHIRE

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YOUTH WORKS NORTHAMPTONSHIRE

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2019

The trustees present their report and financial statements for the year ended 31 March 2019.

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 2019

Achievements and performance

In January we welcomed our first learners on roll at the college. Although as planned, this was a progression from our other education provision rather than a drastic change. The education staff have taken this all in their stride and stepped up to the challenge with professionalism and commitment. They see each young person as an individual and know that respectful relationships are the foundation of success. This year we worked with 42 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. Our learners took part in a sponsored bike-ride and a car wash event to raise money for their own trips out from Kettering. There have been trips to London and Birmingham for the Good Food show and Careers Fair. We were grateful to ASOS for inviting our two fashion and creative design students to spend a day with them at their London headquarters.

Our Building Better Opportunities programme (funded through the Lottery and ESF) helps us to provide bespoke support to young people aged 16 – 25 years who are not in work or training. The BBO Work Readiness Action Programme has enabled us to provide tailored support to these young people, allowing us to identify the specific barriers they feel are preventing them from progressing along their chosen route. In some cases this has been supporting them to overcome anxieties and build confidence and self-esteem. In others, it has been developing communication skills, improving their employability skills or gaining a particular qualification needed for specific job roles, such as the CSCS card needed for site work. We believe the flexibility and bespoke nature of the programme has been key in helping us support young people into training and employment rather than being a long-term unemployed statistic.

Our counselling and emotional wellbeing service supported over 400 young people during the year, with 92% reporting an improvement in their mental health/emotional wellbeing. We also noted an increase in the numbers of parents asking for support and advice. This is an area we are keen to develop over the coming year. Resilience is an important skill and one of the Keys to Happier Living. It is vital that we continue to support young people to develop this ability and to support parents and families to work through the things go wrong or pose a challenge.

Young people remain firmly at the centre of Youth Works. Although funding to support ownership and empowerment for young people is not what it was, these are central components of everything we do. We do receive funding from Kettering Borough Council to provide youth activities, this enables us to run weekly groups including Dodgeball, Circus Skills, Street Dance and our LGBT + group; Hide and Seek. It also helps fund our Holiday activities and clubs. Last year saw us work with over 400 young people. We had huge numbers participate in our famous Halloween Walk at the William Knibb Centre, we had a stall at the Kettering Teenage Market and 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).

The services we provide at Youth Works Northamptonshire not only benefit the young people we directly work with but also the wider community. The wrap around service Youth Works provides enables young people to develop a wide range of skills and personal qualities, gain qualifications and develop the emotional resilience needed to maximise their future potential. We will continue to reach out to our community and wider society, we want our young people to both benefit from and contribute to making our community a supportive, happy and fun place to be.

Sustainability and development are very important to us for the future of Youth Works. Whilst grant funded work enables us to develop specific project work, it is mainly short lived. Our challenge as an organisation has been to develop sustainable funding streams. 2018/19 has seen significant moves forward in achieving our goal. The school and our work with REACH to improve the opportunities to futureproof the mental health services we deliver. This does give us scope, moving into 19/20 to look to develop youth work opportunities in response to young peoples' needs. In addition to this, we are aiming to secure a more permanent base in Corby and to develop our provision there.

YOUTH WORKS NORTHAMPTONSHIRE

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

Financial review

This is the first set of accounts for Youth Works Northamptonshire following a change in the legal status of Youth Works from a Community Interest Company to a Charitable Incorporated Organisation. The registration of Youth Works Community College together with the commitment from the NHS Nene and Corby Clinical Commissioning Groups for 2019/2020, means Youth Works Northamptonshire is financially secure for the next financial year. Looking to the future, the Board of Trustees will continue to follow a business strategy that increases the diversity of income sources and ensures 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 £326,206 held at 31st March 2019 are in line with the policy above.

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

Ms F Seymour

Mr A Irwin

(Resigned 13 May 2019)

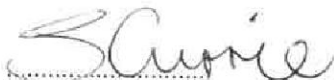
(Resigned 24 March 2019)

(Appointed 29 October 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: 24/6/2019

YOUTH WORKS NORTHAMPTONSHIRE

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2019

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 2019.

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.

Baldwins

Baldwins

Thorpe House
93 Headlands
Kettering
Northamptonshire
NN15 6BL

Dated: *2nd August 2019*

YOUTH WORKS NORTHAMPTONSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2019

	Notes	Unrestricted funds 2019 £
<u>Income from:</u>		
Donations and legacies	3	325,263
Charitable activities	4	289,989
Other trading activities	5	12,728
Total income		627,980
<u>Expenditure on:</u>		
Charitable activities	6	301,774
Net income for the year/ Net movement in funds		326,206
Fund balances at 1 April 2018		-
Fund balances at 31 March 2019		326,206

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 2019

	Notes	2019 £	£
Current assets			
Debtors	11	161,725	
Cash at bank and in hand		224,087	
		<u>385,812</u>	
Creditors: amounts falling due within one year	12	(59,606)	
Net current assets			<u>326,206</u>
Income funds			
Unrestricted funds - general			<u>326,206</u>
			<u>326,206</u>

The financial statements were approved by the Trustees on 24/6/2019



Dr S Currie
Trustee

YOUTH WORKS NORTHAMPTONSHIRE

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2019

	Notes	2019 £	£
Cash flows from operating activities			
Cash generated from/(absorbed by) operations	17	224,087	
Net cash used in investing activities			-
Net cash used in financing activities			-
Net increase in cash and cash equivalents		224,087	
Cash and cash equivalents at beginning of year			-
Cash and cash equivalents at end of year		224,087	

YOUTH WORKS NORTHAMPTONSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2019

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 unless the funds have been designated for other purposes.

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 2019

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
2019
£

Donations

325,263

Donations include £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 2019

4 Charitable activities

	Education Services
	2019
	£
Education services	130,453
Counselling	141,429
Young People's activities	6,717
Holiday club	1,691
Post 16 services	9,699
	<u>289,989</u>

The above income is unrestricted.

5 Other trading activities

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

The above income is unrestricted.

YOUTH WORKS NORTHAMPTONSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2019

6

Charitable activities

	Direct costs	Support costs	Total
	2019	2019	2019
	£	£	£
Staff costs	-	249,280	249,280
Purchases	20,602	-	20,602
DBS Checks	-	852	852
Rent & Rates	-	14,151	14,151
Travel & Expenses	-	494	494
Office Stationary	-	1,558	1,558
Telephone	-	2,387	2,387
Computer & Software	-	6,082	6,082
Legal & Professional Fees	-	3,007	3,007
Insurance	-	1,939	1,939
Sundry expenses	-	1,422	1,422
	<u>20,602</u>	<u>281,172</u>	<u>301,774</u>
	<u>20,602</u>	<u>281,172</u>	<u>301,774</u>

All of the above expenditure relates to unrestricted funds.

7 Independent Examiner's remuneration

The analysis of auditor's remuneration is as follows:

	2019
	£
Independent Examiner Remuneration	<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 2019

9 Employees

Number of employees

The average monthly number of employees during the year was:

**2019
Number**

20

Employment costs

**2019
£**

Wages and salaries

228,814

Social security costs

16,224

Other pension costs

4,242

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 £83,240 during the year.

11 Debtors

Amounts falling due within one year:

**2019
£**

Trade debtors

59,947

Other debtors

98,658

Prepayments and accrued income

3,120

161,725

12 Creditors: amounts falling due within one year

**Notes
2019
£**

Deferred income

13

56,391

Trade creditors

347

Accruals

2,868

59,606

YOUTH WORKS NORTHAMPTONSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2019

13 Deferred income

	2019 £
Deferred income	56,391

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:

	Movement in funds		Balance at
	Incoming resources £	Resources expended £	31 March 2019 £
General Fund	627,980	(301,774)	326,206

15 Analysis of net assets between funds

	2019 £	Total 2019 £
Fund balances at 31 March 2019 are represented by:		
Current assets/(liabilities)	326,206	326,206
	326,206	326,206

16 Related party transactions

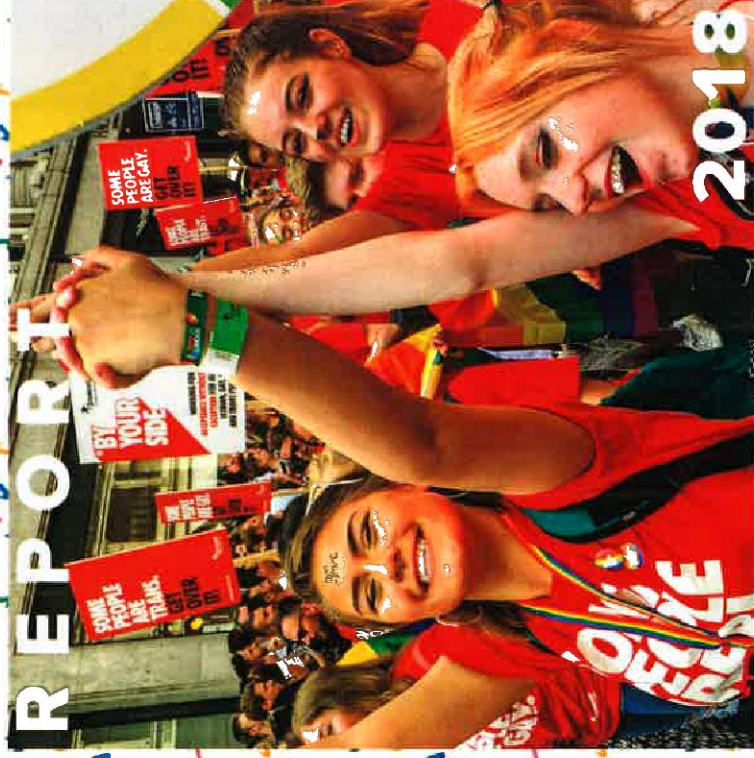
There were no disclosable related party transactions during the year.

17 Cash generated from operations

	2019 £
Surplus for the year	326,206
Movements in working capital:	
(Increase) in debtors	(161,725)
Increase in creditors	3,215
Increase in deferred income	56,391
Cash generated from/(absorbed by) operations	224,087

**YOUTH
WORKS**

ANNUAL REPORT



2019

Youth Works
Northamptonshire
is a Charitable
Incorporated
Organisation
Registered Charity No.
1177502

Introduction from the Chair of Trustees



By Dr Siobhan Currie

I am delighted to introduce this report which covers the year from April 2018 to March 2019.

Nationally this has been an unsettled year in which many issues impacting on young people have been highlighted (aside from Brexit). These include the significant increase in exclusions from school, recognition of the pressures placed on young people by schools and the general increase in and recognition of mental health needs. Alongside this there has been increasing concern about knife crime, gangs and County Lines.

All these issues reaffirm our commitment to supporting the well-being of young people and promoting prevention and early intervention. Fortunately, we have seen results that show we are making a difference. We are hugely proud of our achievements and especially of the young people who have attended our provisions, but we know that there is much more to be done and we continue to have ambitious plans.

This is our first report as a registered Charity and our first as a Community

College. Much of the year has been spent preparing for these changes and as Trustees and Governors making the board fit for all our purposes! We are extremely grateful to our previous Chair Fiona Seymour and to Kevin Standish Day for helping us get started on this journey and are sorry that they have had to leave the Board due to their other commitments. We welcome our new member Joe Pullen, one of our young volunteers and look forward to working with him.

We work in partnership with a number of individuals and other organisations that enhance and support our work. Val Payne and Peter Harper have given their time to help embed the Keys to Happier Living approach which underpins all our work for staff and students. Their drive and enthusiasm inspires us and we all want to live the GREAT DREAM! Lynda Morgan, (Maplefields Teaching Alliance) has been invaluable in helping us to build on

our alternative education provision to become a College. Her rigour and attention to detail helped prepare us for Ofsted. Kettering Borough Council continue to support our youth work and Nene and Corby CCG our counselling provision. Our work with the REACH partnership has been a positive move forward in strengthening the position of not only our counselling provision but youth counselling across the county.

We have also worked with Youth Access, a national organisation promoting the importance of independent advice, information and counselling services for young people. Young people from Kettering contributed to the production of a national Young People's charter and we were part of a nationwide bid to target services for young women.

In November we were awarded Lottery Funding to deliver our own in-house counselling training which helps fulfil our aim to support and train our volunteers to 'future-proof' our counselling service. Our evaluations show the extremely positive

impact of this work and all credit goes to our fantastic staff.

In January we officially welcomed our first learners on roll at the college. The education staff have taken this all in their stride and stepped up to the challenge with professionalism and commitment. They see each young person as an individual and know that respectful relationships are the foundation of success.

We continue to reach out to our community and wider society; we want our young people to both benefit from and contribute to making our community a supportive, happy and fun place to be. We are extremely proud to continue to facilitate the Hide & Seek LGBTQ+ group.

There have been so many highlights from this year – all celebrating the involvement of young people.

As with any similar organisation a lot of our time goes on seeking and maintaining resources. Signs are that the woeful neglect of services for

young people at all levels from youth clubs to mental health services is being recognised but will sufficient resources follow? In the meantime we are always heartened by those who support us by fundraising!

This year massive thanks go to Oakley Vale WI for their auction, NHFT / St Mary's hospital for their present drive, Welland Valley Triathlon club for their efforts, Tina Walsh for her successful on line auction that helped fund over £1500 worth of books, Northamptonshire Community Foundation and all other individuals who have chosen us as their charity for their challenges.

Finally thanks go to our business team who tirelessly support the Trustees and staff and ultimately the young people – their dedication to our values and goals is awesome – they can make things happen!

I hope you enjoy reading the report and please do come and see us! ✓

CEO Report



By Cindy Wrighting

2018/19 has been a great year for Youth Works, despite gloomy headlines and weathering the impact of years of cuts to public services.

Our school is now registered and up and running. This year we worked with 42 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.

Our learners took part in a sponsored bike ride and a car wash event to raise money for their trips out. There have been trips to London and Birmingham for the Good Food show and Careers Fair. We were grateful to ASOS for inviting two of our learners, interested in fashion and creative design, to spend a day with them at their London headquarters.

Our Building Better Opportunities programme (funded through the Lottery and ESF) helps us to provide more structured support to the 16 – 25 year age group; this includes

help with CVs and job applications and interviews alongside building self esteem and confidence.

Emotional wellbeing services and counselling continue to be in increasingly high demand. In the accounting period we worked with over 550 individual young people. We also noted an increase in the numbers of parents asking for support and advice. This is an area we are keen to develop over the coming year. Resilience is an important skill and one of the Keys to Happier Living which we continue to use as a framework for much of our work. It is vital that we continue to support young people in developing their resilience and to support parents and families in working through the challenges that parenting and family life bring.

Our successful Awards for All Lottery funding means that we will be able to build the organisation's resilience

by offering counselling skills training to people interested in volunteering with the organisation.

Young people remain firmly at the centre of Youth Works. Although funding to support ownership and empowerment for young people is not what it was, these are central components of everything we do. We receive funding from Kettering Borough Council to provide youth activities; this enables us to run weekly groups including Dodgeball, Circus Skills, Street Dance and our LGBTQ+ group, Hide and Seek. It also helps fund our holiday activities and clubs. Last year saw us work with over 400 young people. We had huge numbers participate in our famous Halloween Walk at the William Knibb Centre, we had a stall at the Kettering Teenage Market and we joined with Johnny's Happy Place to make lanterns and walk to the Market Place for the Christmas Lights evening (distributing information about the impact of the holidays on our mental health).

Sustainability and development are very important for the future of

Youth Works. Whilst grant funded work enables us to develop specific projects, it is mainly short lived. Our challenge as an organisation has been to develop sustainable funding streams. 2018/19 has seen significant moves forward in achieving our goal. The school and our work with REACH to improve the opportunities to futureproof the mental health services will hopefully help. This does give us scope, moving into 19/20 to look to develop youth work opportunities in response to young peoples' needs. In addition to this, we are aiming to secure a more permanent base in Corby and to develop our provision there.

Finally, Youth Works only works because of the dedication and commitment of the staff and volunteers and the involvement of the young people. I am privileged to work with a very special group of individuals the sum of who create an amazing team, committed to what is often a challenging and difficult (albeit rewarding) role. My thanks and admiration go out to them ✓

42

Young people in our education provision

550

Young people utilising our emotional wellbeing services

400+

Young people involved in our youth activities

A Word from Our Patron

James Acaster has been an active supporter of Youth Works for the last 18 months. Amongst other things, James attended and spoke at our wellbeing conference, sharing his experiences of developing resilience on the comedy circuit and relating it to how important it is for the young people we work with to become resilient in managing the often difficult and challenging situations they face. He also got involved in a podcast session with our LGBTQ+ group – who gave him a real grilling and got some of our learners involved in filming opportunities.

James is no stranger to Youth Works, having used our centres in his various musical reincarnations over the years. His history with the area and willingness to come in and spend time with the young people we work with have an overwhelmingly positive effect on the young people.

We are extremely grateful for James' support in highlighting the work we do across Kettering and Corby and are looking forward to continuing to work with him.

James Acaster

Comedian & Broadcaster



“I am inspired and humbled by the work the incredible team at Youth Works are doing in Kettering and count myself extremely lucky every time I'm able to visit and witness it first hand. I myself attended youth groups at Keystone and band practices at the William Knibb as a teenager and the progress Youth Works have since made at these centres is so encouraging.

If counselling services and LGBTQ+ groups had existed when I was there, I'd have benefited from them hugely, as would many of the kids I knew growing up. Not to mention the wealth of learning opportunities and work experience Youth Works now provides, along with support for young people struggling with their education. Services like this are essential for moving forwards and improving as a community and I am immensely proud to support Youth Works”.

Counselling & Emotional Wellbeing Service

Our counselling team saw another year of high numbers being referred in to the services in 2018/19. We continued to take referrals from the CAMHS Referral Management Centre along with direct referrals via our online referral system.

We also continued to develop a countywide approach to the delivery of emotional wellbeing services along with our fellow REACH partners, Chat, Lowdown, Service Six and Time 2 Talk.

Clients of the counselling service who did not attend sessions continued to pose a challenge to our service, despite improved follow up services including sending reminders by text and email.

Due to restricted access to accommodation, we have only been able to deliver a limited service from Corby. This has meant that only 40% of Corby young people referred into the service were able to be seen in Corby, the rest came to our Keystone base in Kettering. A priority for us moving into the next reporting year is to secure more accommodation to deliver services from Corby.

As part of our counselling and emotional wellbeing service, we offer placements to Level 4 counselling diploma students. As well as enabling us to offer services to more young people, their input and knowledge continue to help shape our provision. One of our students, Kris, shared with us his experience of being on a student placement at Youth Works:

“Youth Works have been instrumental in my development throughout my placement.

Their professional team gave me a full induction, online training to support my studies, were flexible on hours that would complement wider work commitments, fulfilled BACP course requirements, (including in house supervision) and offered me structured advice and guidance on a weekly basis through a designated mentor.

Youth Works have fully prepared and educated me in key areas, such as core scores (tracking clients progression) Prevent training, introduced me to new online recording platforms, informed me of Government GDPR key policies and themes, supported reporting of safeguarding issues and enabled collaborations with my own organisation

(The Professional Footballers Association) to support our Welfare Department. Ultimately, this positive experience has played a huge part in my ability to achieve this year but also in helping me to improve on therapeutic practices, working with different age groups.

Finally, I have learnt how their agency deals with governance, financial aspects and therapeutic record keeping.

Youth Works have embedded a quality framework to my studies to enable me to drive up and maintain high standards, while working towards a culture of continuous quality improvement in my counselling endeavours, which is why I now continue to volunteer after my Level 4 Diploma in Counselling was achieved.

My experience with Youth Works has gone above and beyond what I could have ever hoped for.”

750+

were referred into the service

2900+

counselling sessions were delivered.

92%

of the young people who completed counselling reported improved wellbeing.

Youth Works Community College

Youth Works continue to offer alternative education to young people struggling to stay in mainstream school. This year we extended our curriculum to include Social Care and Health and Customer Service. Learners continue to achieve and show good progress and increased attendance. Our education provision is now delivered as Youth Works Community College – our newly registered independent school.



ENGAGE - PARTICIPATE - PROGRESS

A Day in the Life of a Learner

I have been coming to Youth Works for school since September last year. I haven't had much luck with schools up until now, but Youth Works is different. We are like a family. The groups are small and you get a lot of support from the teachers. I have made friends here and have managed to behave myself much better than I did when I was at school.

Being here is like being part of a family. We do mess about sometimes, but we know that the more we do that, the less chance we will have to get our qualifications and do well.

Our day goes a bit like this.

We arrive in the morning, it is quite chilled. We can get toast and tea before lessons start. We sign in, but there is no form or registration, we chat to each other and staff before we go into lessons. Some

8

lessons are better than others, it depends what you like really. We get breaks and lunch – we sometimes go out after lunch for a bit, this helps, you don't feel so penned in.

The tutors are good to talk to and you get a key worker – someone you can talk through issues with. We all seem to find someone we are comfortable with.

Sometimes the other students can get annoying and we have to work things out with each other, but mostly we get along well. I really like it here, I wish I had come a lot sooner. J

**YOUTH
WORKS**

COMMUNITY COLLEGE

A Day in the Life of a Tutor

Being a tutor at Youth Works is a challenge and a privilege. Learners have often missed out on education for a variety of reasons, and it is great to be part of helping them to discover their potential.

After tea and toast, we start lessons at 9.30am.

Learners are in small groups of 4 – 6. As many of the learners have found lessons in mainstream school a challenge and have often 'switched off' as the learning becomes increasingly more challenging, I try to find a way of teaching learners that involves practical application of maths and links in to other subject areas. We tackle maths problems that are built around real life situations.

All of us are committed to building the confidence and skills of learners. We are a close team and there is a family ethos including staff and learners.

As within most families there are sometimes disagreements and differences - and learning to sort them out effectively is all part of the day's work.

We are all learners!

John Padwick



Fashion passionate learners exploring ASOS HQ as part of work experience



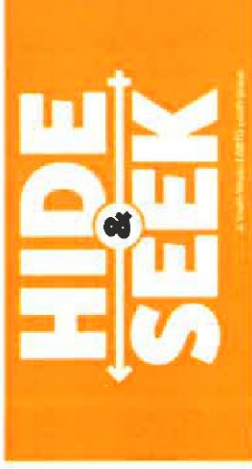
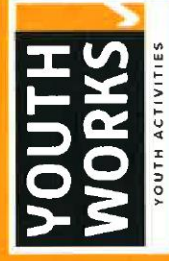
Learners restoring and repairing a bike ready for their fundraising bike ride

Youth Activities

Supported by local fundraising and funding from Kettering Borough Council

Youth Works continued to deliver a range of weekly activities for young people as well as activities during the summer holiday and three childrens Holiday Clubs staffed by young volunteers

In addition to the activities reported on, we also offer street dance and dodge sessions.



The Hide and Seek group meets on Monday evenings, 6.30pm – 8.00pm at the William Knibb Centre (term time only). The group is a peer support group for young people who are LGBTQ+, young people who are wondering about their own sexuality or gender and their allies.

Highlights for the year included making lanterns, fundraising, Kettering Pride, live screening of 'Everybody's Is Talking About Jamie' and volunteering at local events.



So... what is Hide & Seek like?

"We can speak to workers here and we get the chance to volunteer. We have just been talking about volunteering at the summer Holiday Club!"

Sophia

"We meet every Monday at 6.30pm at the Knibb – we talk about all kinds of things as well as sharing how things are going and doing things like arts and crafts, hair and make up and planning for things. Tonight we have been planning our stall at the Johnnys Happy Place fete – it's an LGBTQ+ themed tombola!"

Elle

"It's nice because I can see friends that I wouldn't normally be able to speak to as they don't go to my school. We've done things such as go to the cinema and we have also done multiple fundraisers."

Amy

CIRCUS SKILLS



Circus Skills continue to meet on Mondays at the William Knibb Centre. A range of children, young people and families meet to learn how to juggle, ride unicycles, tightrope walk and a whole load of other skills. The club has been running for many years and continues to engage those who attend.

“I have been coming since I was about 13 and I am 20 now and a volunteer. I help Andy with the younger children. I particularly like demonstrating how to walk on stilts and to help people learn new tricks. It is great, there is always something to learn or get better at.

We start off with getting the equipment out, doing the checks and setting things up. I help with the register and getting any new people to fill in the forms. I mostly like to ride the unicycles and to encourage new people to have a go. There are lots of people who come to the group; there are quite a few of us with disabilities, people who have problems at school and people with learning difficulties. It is a great group because none of that matters, we all feel comfortable.

At the end of the night, we have to pack everything away – it takes a while, but it's worth it. I really enjoy coming.”

Karen

HOLIDAY CLUB AND ACTIVITIES



“I love working at the holiday club. It is hard work, but great fun. I have been coming for about three years now. We all do our best to make sure the children who come have fun. By about day three we are often getting pretty tired, the days start at around 8am and by the time we have tidied up, it is about 4pm. We always manage to find a bit of energy to take our turn on the bouncy castle after the children have gone though!

The week includes activities at the Knibb, a trip out and a visit to town. We all walk down in a big crocodile, making sure the children walk in pairs and do not go near traffic.

The thing we all try and avoid as volunteers is...getting pied at the end of the day!

Holiday club is a unique experience, but one that I know has been useful to me as well as a chance to meet other people, make friends and gain experience.”

Josh

Report of the Trustees

As Youth Works Northamptonshire is now a Charitable Incorporated Organisation (CIO), our annual report has to include official information about the legal purposes of the CIO. So here goes....

PUBLIC BENEFIT

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

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.



Counselling and other support services and targeted interventions to address mental ill health and improve emotional and social wellbeing



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.

The services we provide at Youth Works Northamptonshire not only benefit the young people we directly work with but also the wider community. The wrap around service Youth Works provides enables young people to develop a wide range of skills and personal qualities, gain qualifications and develop the emotional resilience needed to maximise their future potential. This development inevitably has a positive effect at home and within their local community.

STRUCTURE, GOVERNANCE AND MANAGEMENT

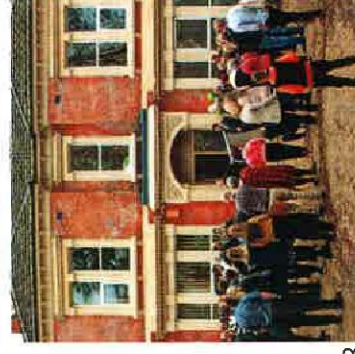
Youth Works Northamptonshire is a Charitable Incorporated Organisation governed by its constitution. The Trustees are responsible for the strategic direction of the charity and have delegated the day-to-day management of Youth Works Northamptonshire to the Chief Executive Officer.

APPOINTMENT OF TRUSTEES

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 policy 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.



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 2019.

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 Accounts 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.



Baldwins

Thorpe House 93 Headlands Kettering Northamptonshire
NN15 6BL

Dated 2nd August 2019

YOUTH WORKS NORTHAMPTONSHIRE
STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2019

	Unrestricted funds 2019
	Notes
	£
Income from:	
Donations and legacies	3 325,263
Charitable activities	4 289,989
Other trading activities	5 12,728
Total income	<u>627,980</u>
Expenditure on:	
Charitable activities	6 301,774
Net income for the year/ Net movement in funds	<u>326,206</u>
Fund balances at 1 April 2018	
Fund balances at 31 March 2019	<u>326,206</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 2019

		2019	
	Notes	£	£
Current assets	-		
Debtors	11	161,725	
Cash at bank and in hand	-	224,087	
	-	—	
	-	385,812	
Creditors: amounts falling due within one year	12	(59,606)	
	-	—	
Net current assets	-		326,206
Income funds	-		
Unrestricted funds - general			326,206
			<u>326,206</u>

The financial statements were approved by the Trustees on 24/06/2019



Dr S Currie

Trustee

A full set of accounts can be found on the Charity Commission website.

DONATIONS AND LEGACIES - Note 3

Unrestricted funds general	2019 £
Donations	325,263
Donations include £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.1.0.	

OTHER TRADING ACTIVITIES - Note 5

Unrestricted funds general	2019 £
Lettings Income	12,728
The above income is unrestricted.	

CHARITABLE ACTIVITIES - Note 4

Education Services	2019 £
Education services	130,453
Counselling	141,429
Young People's activities	6,717
Holiday club	1,691
Post 16 services	9,699
	<u>289,989</u>
The above income is unrestricted.	

CHARITABLE ACTIVITIES - Note 6

	Direct costs 2019 £	Support costs 2019 £	Total 2019 £
Staff costs	-	249,280	249,280
Purchases	20,602	-	20,602
DBS Checks	-	852	852
Rent & Rates	-	14,151	14,151
Travel & Expenses	-	494	494
Office Stationary	-	1,558	1,558
Telephone	-	2,387	2,387
Computer & Software	-	6,082	6,082
Legal & Professional Fees	-	3,007	3,007
Insurance	-	1,939	1,939
Sundry Expenses	-	1,422	1,422
	<u>20,602</u>	<u>281,172</u>	<u>301,774</u>
	<u>20,602</u>	<u>281,172</u>	<u>301,774</u>

All of the above expenditure relates to unrestricted funds.

DEBTORS - Note 11

	2019 £
Amounts falling due within one year	
Trade debtors	59,947
Other debtors	98,658
Prepayments and accrues income	3,120
	<u>161,725</u>

CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - Note 12

	Notes	2019 £
Deferred income	13	59,947
Trade creditors		98,658
Accruals		3,120
		<u>59,606</u>

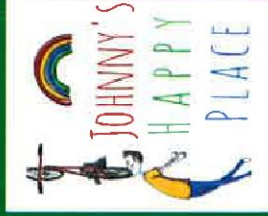
Thank You and Acknowledgements

Thank you to all our funders over the last year and for those who have made donations of money, time and equipment. We very much appreciate all the help we receive.

Without partnership work, the voluntary sector would struggle to survive. We are very proud of our REACH partnership work and would like to thank the other county youth counselling agencies for their knowledge, support and vision in preparing for the future.

We would also like to thank the organisations we work with locally. Particular thanks go to our friends at Johnny's Happy Place in working with us to produce a real working partnership.

Thank you also to all the schools who have supported us through buying in the services we offer and working with us to develop and sustain services for young people in the Corby and Kettering areas.



“I felt very comfortable and felt I could trust to say things without being scared of them being told to others. I felt understood.”

Client

“I felt I was actually being listened to and supported”

Client

“The quality of teaching is consistently good. Staff plan a range of stimulating activities that motivate and challenge pupils.”

**OFSTED
April 19**

SUPPORTING YOUNG PEOPLE



IN THEIR COMMUNITIES

“Since being at Youth Works, my son has done nothing but achieve. He has also gained confidence and everything he has gained will help him in his future”

Parent

“It's more like a family than a school”

Learner

“This place gave me a last chance when no one else would”

Learner

Youth Works Northamptonshire CIO Registered Charity No. 1177502