

Charity Registration No. 1128461

Company Registration No. 06707357 (England and Wales)

YOUNG SOLUTIONS WORCESTERSHIRE
REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL
STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2020

YOUNG SOLUTIONS WORCESTERSHIRE

LEGAL AND ADMINISTRATIVE INFORMATION

Charity number	1128461
Company number	06707357
Principal address	Severn House 32 Ombersley Street West Droitwich Worcs. WR9 8QZ
Registered office	Clarendon House 14 St. Andrews Street Droitwich Worcestershire WR9 8DY
Independent examiner	Price Pearson Wheatley Clarendon House 14 St. Andrews Street Droitwich Worcestershire WR9 8DY

YOUNG SOLUTIONS WORCESTERSHIRE

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YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

The trustees who are also directors of the charity for the purpose of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2020. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "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)

Registered Company Number 06707357 (England and Wales)

Registered Charity Number 1128461

Office Address Severn House
32 Ombersley Street West
Droitwich
WR9 8QZ

Telephone Number 01905 795098

Registered Office Clarendon House
Droitwich
WR9 8DY

Michael Hunter (re-elected October 2019)
Phil Ashwell (re-elected October 2019)
Simon Hill – Worcester Diocese
Geoff Taylor-Smith
Gareth Roberts
John Duddington – Worcestershire Parent and Carers' Community
Steve Tominski

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Staff

Pete Sugg – Chief Officer
Jo Banfield – Administrative Officer
Helen Wood - Administration Support
Jo Bradley - Administration Support
Margaret Jones - Bookkeeper
Sarah Whitehead - Seek and Reach Project Co-ordinator
Anna Mullins - Key Worker
Lisa Barnfield - Key Worker
Felicity Vernon - Key Worker
Laura Khan - Key Worker
Cat Goodwin - Key Worker
Sarah Mitchell - Key Worker
Lisa Millichamp (left 17.03.20)
Delroy Thompson (left 31.08.19)
Bryan Craven (left 29.11.19)

Independent Examiner Price Pearson Wheatley
Clarendon House
Droitwich
WR9 8DY

Bankers Unity Trust
Nine Brindley Place
Birmingham
B1 2HB

Barclays Bank
54 High Street
Worcester
WR1 2QQ

STRUCTURE GOVERNANCE AND MANAGEMENT

Governing Document

The charity is constituted as a company limited by guarantee and is, therefore, governed by a Memorandum and Articles of Association (incorporated 25 September 2008). Charitable status for the new company was granted on 10 March 2009. The company name changed from Worcestershire Council for Voluntary Youth Services to Young Solutions Worcestershire on 26 April 2015.

Recruitment and appointment of new trustees

Young Solutions Worcestershire acknowledges that an effective Board of Trustees is at the core of ensuring that the Charity is successful in achieving its objects. The Board must seek to be representative of the people and organisations that it works with and has within its membership. The membership of the Board of Trustees must contain the range of required knowledge and skills to run the Charity. Individual trustees must have sufficient knowledge of the role of a charity trustee to be able to effectively represent Young Solutions Worcestershire at meetings/events. Trustees will be elected to the Board at Annual General Meetings. The number and procedure for nomination and election is contained in Young Solutions Worcestershire governance documents. Members can nominate individuals to stand for election at the AGM. When a need is identified the Chairman will recruit and propose to the Board the co-option of trustees between AGM's. Full membership of the Board can only be approved at the AGM.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Induction and training of new trustees

Young Solutions Worcestershire provides personalised induction for trustees by the Chairman. The induction involves familiarisation with the role of the trustees, objects of the charity, its procedures and its history.

Objectives and activities

Organisational structure

The Trustees/Directors (executive committee) are elected at the Annual General Meeting each year, they meet bi-monthly to manage the business of the charity. At each meeting the executive committee reviewed the finances.

None of the staff have delegated financial authority.

Risk management

The trustees have a duty to identify the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error.

Reserves policy

The trustees confirmed the reserves policy of maintaining sufficient funds to continue operations for four months. This level of reserves has been maintained throughout the year.

The trustees approved a new business plan and budget for 2019 - 2020. Young Solutions maintained rigorous control over its finances, continuing to find ways to go on strengthening its financial management systems.

Aims

The aims of the charity fully reflect the legal objects and purposes that the charity was set up to further.

Objectives

The principal object of the charity is to:

Help and advance the education of young people in Worcestershire and surrounding areas so as to develop their physical, mental and spiritual capabilities that they may grow to full maturity as responsible members of society.

Throughout the year the trustees have considered the Charity Commission's guidance on public benefit, including guidance on public benefit and fee charging. We consider all our activities are for the public benefit. Most of our income comes from contracts and our activities are funded by the income. We charge for our Disclosure service and pass on the charges that we have to pay to Disclosure and Barring Scheme (DBS) for disclosures for paid staff. In addition we charge a small administrative fee which only partly covers our costs.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

ANNUAL REPORT ON ACTIVITIES

Highlights of the year

The Financial Year 2019 – 2020 has been a strong year for Young Solutions. We have continued to run a range of services for members and managed to stabilise our key project, Seek and Reach.

The majority of the financial year 2019 – 2020 was spent negotiating and discussing the potential recommissioning of Positive Activities provision which initially was due to be recommissioned in April 2019. Deadlines were extended on a number of occasions but Young Solutions continued to lead and support commissioners to move the process forward. This is an ongoing example of Young Solutions now being established as the lead infrastructure organisation for the Voluntary Youth and Community Sector in the county. Young Solutions is not afraid to continue to take risks and has gone still further using its resources to invest in helping create a better life for young people in Worcestershire. Now Young Solutions is stable financially we have still been able to take calculated risks to continue to offer as wide a range of services as possible whilst living within our financial envelope, which in no small way has contributed to the healthy financial surplus for the financial year 2019-2020.

Having commenced in 2016-2017 the initial Seek and Reach funding finally finished in August 2019 and was replaced by a new funding stream called Community Grants. It continues to work to combat youth unemployment and for the first time we have been able to offer the service across the whole of the county with six district based workers and an additional lottery funded project based in Westlands, Droitwich. This illustrates our ambition to extend our services and reach new audiences. The Trustees consolidated the model started in 2017-2018 using the Young Solutions banner for the delivery of all projects. However, having registered Right Solutions as a legal entity, Trustees continue to discuss opportunities where the Right Solutions branding could be a more appropriate product/project title as appropriate initiatives arise in the future.

The new funding for Seek and Reach is less complicated than the original ESF funding but still has complex targets which are still testing with reference to cash flow. The Young Solutions Trustees continue to want to support this cohort of young people whilst acknowledging the hazards such a project involves, but have pledged to persevere with finding appropriate funding streams and in 2019-2020 were able to re-establish the project. During the year in question we worked with an additional 130 vulnerable young people who were able to benefit from intensive mentoring and personal support to encourage them to take the initial small steps towards re-engaging with education, training and ultimately employment. This perseverance has led to the model of Seek and Reach being seen as a key part of Worcestershire County Council's programme to ensure that the hardest to reach young people are given the opportunity to maximise their potential.

In addition, the Seek and Reach project allowed Young Solutions to demonstrate that it is both ground breaking and yet dependable and has made the organisation a key partner for Worcestershire County Council in achieving training and employment opportunities for its NEET (Not in Education or Training) young people. This included the promotion of the Worcestershire Apprenticeship Hub and Clearing House, which since October 2018, Young Solutions has targeted the vulnerable clients on Seek and Reach and encouraged them to think about apprenticeships as an option as they look at the types of training, work and education they may want to pursue in the future.

In the 2019 calendar year the Worcester City Seek and Reach project received additional funding from the City Council to extend the service across the county town through the Worcester City Inclusive Growth Fund. These are two more examples of Young Solutions having a project that works as a model for 16-24 year olds which promotes a key worker approach based on one to one support tailored to the needs of each individual young person. It is a model that works across a range of age groups and different targeted client groups and is forming a range of funding bids to enable this type of work to be further expanded and extended. Our aim is to help young people find their feet, recognise their potential and succeed in the future. Our Key Workers build one to one positive relationships and where necessary help to remove barriers to progression enabling young people to move into work, education and training.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Additionally, Young Solutions has successfully completed the fourth year of the Positive Activities Infrastructure contract which due to the delay in the recommissioning process meant that contracts were extended to March 2021. Young Solutions is widely acknowledged as occupying a central role in the promotion and support for the voluntary youth sector in the county and is playing a key role in assisting Worcestershire County Council to look at the provision of positive activities post April 2021. Through its infrastructure work it has strengthened and consolidated its position as provider of assistance to not only organisations commissioned by the county council to provide Positive Activities, but also to a wide range of organisations that deliver services to young people.

Young Solutions is fortunate in continuing to have a positive working relationship with Worcestershire County Council which has led to the additional projects under the Worcestershire County Council auspices. Regular monitoring meetings are held and Young Solutions has produced quarterly monitoring reports.

Young Solutions places enormous emphasis on service quality. Young Solutions has retained a high level of membership with 84% of members re-joining in 2019 and we were able to recruit over 90 members in total in 2019-2020.

Trustees have expressed their satisfaction with Young Solutions performance in the past year, but they remain cautious and vigilant. Young Solutions operates rigorous financial control which has enabled the organisation to return a surplus this year due to the careful monitoring of financial performance with a particular emphasis on reducing costs.

Young Solutions outstanding performance in 2019-2020 means we have demonstrated the policies and plans we have pursued are appropriate for the prevailing social and economic environment. Young Solutions has 'kept its eyes on the ball' and maintained the purposes and ethos established by Worcestershire Council for Voluntary Youth Services.

During 2019- 2020 Young Solutions has pursued the following key priorities:

- Provide Support
- Promote Safeguarding
- Promote Participation
- Provide a Voice and Representation
- Enable Training

Provide Support

Young Solutions is the voluntary youth infrastructure organisation for Worcestershire and as such exists to serve its members. Our aim is to be fast, friendly, focused and flexible. Youth organisations see Young Solutions as the 'go to' organisation if they need advice, guidance or information. Service to members is a core feature of our business plan and we attempt to support members by the pursuit of a variety of means. We seek to keep abreast of developments, know what our members need and are doing. We try to cross fertilise ideas, make linkages, introduce new thinking and promote innovative approaches.

Amongst the ways in which Young Solutions does this is by attending meetings with, or carrying out visits to, our members. We made visits to 62% of our members in 2019-2020 and met at meetings or events with most of the other organisations in membership.

Young Solutions supports and attends Positive Activities district network groups in Redditch, Malvern, Bromsgrove, Tenbury and Kidderminster. In 2019-2020 Young Solutions led a range of market engagement district meetings in Wyre Forest, Redditch, Bromsgrove, Worcester City, Malvern Hills and Wychavon which focused on the emerging agendas that needed to influence the commissioning strategy for Worcestershire for the new services scheduled to start in April 2020. Young Solutions worked with Worcestershire County Council/Worcestershire Children First initially and then commissioners from public health, who have taken on responsibility for the commissioning of positive activities from April 2020. Our well-established role over 30 years as the voice of the voluntary youth and community sector within Worcestershire meant that we have been able to act as the glue in the commissioning process.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

New commissioners/commissioning bodies emerged in 2019-2020 with limited experience of the history of positive activities in Worcestershire which Young Solutions has been at the heart of since it was first commissioned to the voluntary community sector in 2012, following the dis-establishment of the Worcestershire Youth Service.

To keep the Positive Activities providers informed and to maintain contact with members, we publish a monthly newsletter that includes news, safeguarding, funding advice and information on training. We have maintained the production of the weekly e-bulletin that also contains up to date information and news about activities and events being provided by organisations within the county.

In addition to the range of meetings set up to support the positive activities recommissioning process, Young Solutions organised regular networking events for positive activities providers and offers a comprehensive programme of training. In 2019-2020 Young Solutions enhanced its relationship with Youth Focus West Midlands which enabled the organisation to be at the forefront of the emerging agenda for the potential re-establishment of statutory youth services following the general election in 2019. This meant that we have been able to advise public health and Worcestershire Children First on the emerging priorities and alterations to national guidance to ensure that the commissioning strategy included all the new guidance.

Promote Safeguarding

Keeping children and young people safe is a central part of Young Solutions mission. Safeguarding permeates all Young Solutions activities. In 2019-2020 we achieved this in a number of ways.

Over 30 organisations are registered and have used our Disclosure and Barring Service (DBS) checking service in 2019/20. We work hard to ensure the service is responsive, accurate and is regarded as good quality. During 2019-2020 we carried out 290 DBS checks. Furthermore, Young Solutions ensures members are kept informed about changes introduced by DBS through the production of its DBS newsletter. Young Solutions has a DBS steering group which includes representatives of youth organisations that use our DBS services.

Young Solutions recognises the threat posed to young people from child sexual exploitation (CSE). We have reacted to the issue in a number of ways including providing a series of workshops for the voluntary sector and providing advice to members about CSE and the new Get Safe agenda. Get Safe stands for Gangs, Sexual Exploitation, Trafficking, Modern Day Slavery, Absent or Missing, Forced Marriage, Criminal Exploitation

Over the last 12 months the Get Safe Partnership (on which Young Solutions represents the VCS) has continued the work to strengthen the responses that children receive when there are concerns of criminal exploitation. The strategic and operational response continues to be robust with many statutory and voluntary agencies working together to tackle the concerns. The partnership works to tackle a range of areas of child criminal exploitation including, county lines drug dealing, child sexual exploitation and support to children that may go missing from home.

Following the de-commissioning of the Young Solutions CSE night time economy training in April 2019, the successful project has left a valuable legacy which has led to a new programme of training for public, private and voluntary sector organisations led by Worcestershire Children First. Young Solutions has continued to advise on the lessons learnt from the original project, particularly how to engage with motorway service station establishments working in the night time economy across West Mercia received direct training on child sexual exploitation.

Young Solutions provided advice and guidance to sixteen organisations working with young people and in receipt of grants from the West Mercia Police and Crime Commissioner on the fitness for purpose of their safeguarding policies and procedures. Several member organisations have also sought support from Young Solutions to assist them in reviewing and updating their safeguarding policies.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Young Solutions continues to work with Worcestershire Safeguarding Children's Board (WSCB) to ensure that there is a continuous pathway of training for the voluntary sector to access the appropriate safeguarding training to ensure that the safety of all young people accessing activities is paramount. In 2019/20 Young Solutions worked in partnership with WSCB to carry out a Safeguarding Training Analysis of the Children and Adult voluntary sector. 64 organisations responded and following evaluation the results have influenced the work of the newly formed Safeguarding Partnership of children and adults between Worcestershire Safeguarding Adults Board (WSAB) and Worcestershire Safeguarding Children Partnership (WSCP).

Promote Participation

Young Solutions wants to ensure all young people can obtain the full benefits of living in Worcestershire. In the last year we have focused on the need to engage young people who are vulnerable, furthest from the labour market and disengaged.

It has placed itself at the forefront of this work through managing and delivering the Seek and Reach project by March 2020. Seek and Reach had been in operation for 3 years and had managed to contact over 350 16-24 year olds including over 140 in 2019/20.

Through its team of Key Workers the Seek and Reach project mentors young people who are challenged by health, family, addiction or self-confidence issues.

Young Solutions has formed strong partnerships with Babcock Prime Careers Advisory Team, Job Centre Plus, WCC Care Leavers Team and other agencies involved with at risk young people. This project allows Young Solutions to continue its concern for involving disaffected and disengaged young people.

Young people's involvement has been central to two high profile public events Young Solutions has organised in the past year. The first of these was our Annual General Meeting (AGM). The AGM has become an important opportunity to network and showcase our work. This year's AGM, which was attended by 49 people, was held at Worcestershire County Cricket Club. The meeting focused on "Voluntary Youth Work in Worcestershire 2020 and Beyond" and the Keynote Speaker was Dr Catherine Driscoll, Chief Executive (Designate) Worcestershire Children First.

Catherine made a number of personal reflections and observations on the theme of the voluntary sector youth work in Worcestershire. There was no doubt that the reduction in national funding over the last few years has had a significant impact across the delivery of services for children and young people and in particular the voluntary sector.

Catherine gave a number of examples of some emerging issues across the county including increase in demand on social care and increased complexity of cases. There is evidence of trauma and neglect of all ages and the question needed to be asked as to whether Worcestershire should have such high levels. The real challenges are in the heart of our communities to see how everyone can work together and this needs to be driven strategically by the Children and Young People's Partnership which Young Solutions is the representative of the voluntary sector. Catherine highlighted again the need for partnership working with everyone working together to make a difference to reach the parts that others can't meet, and therefore creating an environment to respond. Young Solutions is a great advocate for many forums as to how we can work more effectively in partnership. It is not always about money, we need to use the resources that we already have more effectively, ie. 'prevention is better than cure'. A good example of partnership working in practice has been the recent creation of the Get Safe partnership which focuses on co-ordinated approach to working with and helping those young people either being or in danger of criminal exploitation. Young Solutions had played a significant part in bringing the voluntary sector voice to the emerging partnership.

Jordan Cooke and Imogen Morris from Your Ideas, a Young Solutions Member, gave a powerpoint presentation on the work of the organisation. Your Ideas has been working for 10 years, mainly with young people on the autistic spectrum. Waiting lists are growing and the need for the service appears to be greater than ever. The activities that Your Ideas run at their centre in Matchborough, Redditch, gives young people the opportunity to make friends and gives important respite for families.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Thursday 26th March 2020 was due to be the annual celebration evening for the amazing “Tryangle Awards” in Worcestershire. The awards evening has been postponed until October due to the outbreak of COVID19, but we are able to announce that we received nominations across 7 categories for over 110 young people aged 11 to 24 and adult volunteers. After much deliberation, the most outstanding people in each category were selected by the nominations panel to receive a trophy and certificate at the awards evening, which will now be held at Worcester Bosch's premises.

Provide a Voice and Representation

Young Solutions ensures the voice of the voluntary youth sector is heard across Worcestershire. Young Solutions represents the sector on the Worcestershire Safeguarding Children's Board (WSCB) with its chairman being vice chair of the WSCB. Young Solutions is also represented on Youth Focus West Midlands; the County Council's NEET strategic group and the Get Safe Partnership for Worcestershire, and Worcestershire Voices – the county's voluntary and community sector strategic group and several early start and positive activities groups in Worcestershire. In addition our Chief Officer chairs the Children and Youth Forums in Bromsgrove and Redditch and represents the voluntary sector on the Active Herefordshire & Worcestershire Partnership and represents children and young people's views on Worcestershire Healthwatch.

Enabled Training

During 2019–2020 Young Solutions has continued to run a range of training programmes and delivered training to over 100 staff and volunteers and provided Outcome Star training for more than nine organisations in receipt of grants from the West Mercia Police and Crime Commissioner.

In January Young Solutions were delighted to be awarded funding from the Worcestershire County Council, Community Solutions Fund to be able to offer FREE training to staff and volunteers of voluntary sector organisations throughout Worcestershire working with children, young people and families.

Voluntary sector organisations are often best placed to spot when things start to go wrong or be the first port of call when things do go wrong and therefore by investing in the personal development and support of staff and volunteers working with children, young people and families, we can look to develop knowledge, skills and understanding.

This approach is looking to increase community capacity and reduce future demand on services with the ultimate aim to see more children and young people achieving their full potential in education and being fully prepared to live happy, healthy, independent and prosperous adult lives.

The courses included Mental Health First Aid Adult Training, Safeguarding and Trauma Informed Approach Training and Motivational Interviewing Training.

The Young Solutions online training package was further developed in 2019-20, and we now have a live course Dealing with Challenging Behaviour which will form part of a portfolio of 7 courses which will be launched in 2020.

In addition, Young Solutions has also provided a range of bespoke training courses including safeguarding, first aid and child sexual exploitation awareness. In addition to directly providing training Young Solutions has promoted training through the dissemination of information and by encouraging voluntary sector youth workers to attend training as appropriate

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

Forward Planning

Despite the continuing challenges in the funding and operational environment we have been able to honour our commitment to continuity whilst looking at new opportunities to expand and diversify.

The outlook for infrastructure organisations nationally continues to be difficult. However, Young Solutions has been fortunate to be in continuous dialogue with Worcestershire County Council to ensure infrastructure work continues to be given priority. We recognise the need to attract external support to complement the statutory support given by the Worcestershire public sector. To this end Young Solutions has secured additional external funding for 2019-2020 to ensure financial stability and a mixed economy of funding in the future. In addition, we continue to work with Worcestershire County Council and other public sector providers in the county and surrounding areas, who highly value our infrastructure work and therefore are working with us to ensure that this work continues.

During the past year membership has remained buoyant with around 90 youth organisations taking up membership of Young Solutions. However, Young Solutions has recognised that success, and even survival, for infrastructure organisations rests upon developing a hybrid model. Young Solutions strategy has been to pursue a mix of infrastructure activities while significant effort is made to attract project funds, allowing for the continuation of infrastructure services. Young Solutions is committed to the pursuit of an ambitious model designed to secure its longer-term sustainability. The key aspect of this strategy is to generate income through service delivery.

Young Solutions acknowledges the on-going changes in the role of the County Council and has worked directly with the newly launched Worcestershire Children First since its inception in October 2019.

Young Solutions is still the 'go to' organisation for the voluntary youth sector and plays a central role in assisting in securing two-way communications between the voluntary sector providers of Positive Activities and the County Council. Due to the changes in commissioning arrangement for Positive Activities, Young Solutions is working in partnership with Public Health to ensure that a strong and vibrant voluntary youth sector continues to deliver a range of services for young people in the county, enabling the statutory duty to be fulfilled.

It will continue to have a close working relationship with Safeguarding Worcestershire and support its work with the voluntary sector. It will maintain its DBS checking service and ensure members are kept informed of DBS developments.

During 2019–2020 Young Solutions will continue to deliver a range of activities, including training. Young Solutions will also look to develop additional fundraising opportunities from new sources to ensure our financial portfolio is expanded so that the risk of funding streams coming to an end is mitigated. Young Solutions will organise an AGM to showcase the work of the voluntary youth sector and organise the Tryangle Awards and look to play a key role in the provision of Positive Activities in Worcestershire in 2020 and beyond.

Thanks

The trustees wish to record their thanks to the Chief Officer, Pete Sugg for all his hard work and commitment to the organisation. The trustees also record their gratitude to Jo Banfield, the administrative officer who ensures the smooth running of the organisation.

The trustees also would like to thank Helen Wood, Jo Bradley who joined the team in this year and Marg Jones our bookkeeper.

YOUNG SOLUTIONS WORCESTERSHIRE

TRUSTEES' REPORT (CONTINUED)(INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2020

FINANCE NOTES

The Trustees agreed this year to add some explanatory notes to complement the independent examiners report contained within the annual report.

The figures below explain the reduction in income from 2019 to 2020 was almost entirely down to the ending of the CSE training project funded by West Mercia Police and Crime Commissioner and a reduction in other grant funding. Additional income was acquired through training, enabling Young Solutions to register a healthy surplus for a second successive year.

Trustees agreed to give further detail of the Grant income to illustrate where income was sourced and the changes from 2019-2020.

Year ended 31 March 2020 Summary of Income

	2020	2019
Grants		
Positive Activities	65,000	65,000
CSE	-	42,230
Seek & Reach	80,590	91,439
Apprenticeship	10,610	6,000
Grants	2,750	10,925
Tryangle	2,299	2,250
	£161,249	£217,844
Other Income		
Membership	2,060	2,550
Training Projects	24,135	3,658
DBS Checks	8,634	8,878
	£34,829	£15,086

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

Dated: 2 July 2020

YOUNG SOLUTIONS WORCESTERSHIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF YOUNG SOLUTIONS WORCESTERSHIRE

I report to the trustees on my examination of the financial statements of Young Solutions Worcestershire (the charity) for the year ended 31 March 2020.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (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

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 386 of the 2006 Act; or
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
- 4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Price Pearson Wheatley

Clarendon House
14 St. Andrews Street
Droitwich
Worcestershire
WR9 8DY

Dated: 2 July 2020

YOUNG SOLUTIONS WORCESTERSHIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2020

	Notes	Unrestricted funds 2020 £	Total 2019 £
<u>Income and endowments from:</u>			
Grants	2	161,249	217,843
Investments	3	616	682
Other income	4	34,829	15,086
Total income		<u>196,694</u>	<u>233,611</u>
<u>Expenditure on:</u>			
Raising funds	5	<u>182,463</u>	<u>206,846</u>
Other	9	<u>137</u>	<u>157</u>
Total resources expended		<u>182,600</u>	<u>207,003</u>
Net income for the year/ Net movement in funds		14,094	26,608
Fund balances at 1 April 2019		<u>87,220</u>	<u>60,612</u>
Fund balances at 31 March 2020		<u><u>101,314</u></u>	<u><u>87,220</u></u>

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

YOUNG SOLUTIONS WORCESTERSHIRE

BALANCE SHEET

AS AT 31 MARCH 2020

	Notes	2020 £	£	2019 £	£
Fixed assets					
Tangible assets	10		1,010		-
Current assets					
Debtors	11	56,040		43,559	
Cash at bank and in hand		77,313		69,641	
		<u>133,353</u>		<u>113,200</u>	
Creditors: amounts falling due within one year	12	<u>(33,049)</u>		<u>(25,980)</u>	
Net current assets			<u>100,304</u>		<u>87,220</u>
Total assets less current liabilities			<u>101,314</u>		<u>87,220</u>
Income funds					
Unrestricted funds			<u>101,314</u>		<u>87,220</u>
			<u>101,314</u>		<u>87,220</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2020.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 2 July 2020

Trustee

Company Registration No. 06707357

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

Charity information

Young Solutions Worcestershire is a private company limited by guarantee incorporated in England and Wales. The registered office is Clarendon House, 14 St. Andrews Street, Droitwich, Worcestershire, WR9 8DY.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 charity has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

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.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charity.

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.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

Turnover is measured at the fair value of the consideration received or receivable and represents amounts receivable for goods and services provided in the normal course of business, net of discounts, VAT and other sales related taxes.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs can not be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Fixtures, fittings & equipment	25% on cost
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The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Impairment of fixed assets

At each reporting end date, the charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

Intangible assets with indefinite useful lives and intangible assets not yet available for use are tested for impairment annually, and whenever there is an indication that the asset may be impaired.

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

1 Accounting policies

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

1.12 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.13 Fund Accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objectives of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

2 Grants

	Unrestricted funds	Total
	2020 £	2019 £
Donations and gifts	-	1,125
Government and general grants	161,249	216,718
	<u>161,249</u>	<u>217,843</u>

3 Investments

	Unrestricted funds	Total
	2020 £	2019 £
Rental income	500	600
Interest receivable	116	82
	<u>616</u>	<u>682</u>

4 Other income

	Unrestricted funds	Total
	2020 £	2019 £
Training projects	24,135	3,658
Membership subscriptions	2,060	2,550
DBS checks	8,634	8,878
	<u>34,829</u>	<u>15,086</u>

5 Raising funds

	Unrestricted funds	Total
	2020 £	2019 £

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

5 Raising funds

Trading costs

Support costs	182,463	206,846
	<u>182,463</u>	<u>206,846</u>

6 Support costs

	Support costs	Governance costs	2020	2019
	£	£	£	£
Staff costs	124,552	-	124,552	133,894
Insurance	1,067	-	1,067	1,037
Repairs and maintenance	-	-	-	7
Postage, stationery and telephone	11,319	-	11,319	16,250
Rent	6,540	-	6,540	6,540
Training and events	7,758	-	7,758	423
Equipment hire	-	-	-	916
Sundry expenses	703	-	703	308
Subscriptions	3,858	-	3,858	2,934
Staff and volunteer expenses	16,771	-	16,771	33,835
Audit fees	-	1,071	1,071	1,070
Accountancy	-	2,289	2,289	2,383
Legal and professional	-	35	35	35
DBS checks	-	6,500	6,500	7,214
	<u>172,568</u>	<u>9,895</u>	<u>182,463</u>	<u>206,846</u>
Analysed between				
Trading	<u>172,568</u>	<u>9,895</u>	<u>182,463</u>	<u>206,846</u>

7 Trustees

There were no trustees remuneration, expenses or benefits paid for the year ended 31 March 2020 nor for the period ended 31 March 2019.

YOUNG SOLUTIONS WORCESTERSHIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2020

8 Employees

Number of employees

The average monthly number employees during the year was:

	2020	2019
	Number	Number
Number of Employees	16	11

Employment costs

	2020	2019
	£	£
Wages and salaries	122,000	132,002
Other pension costs	2,552	1,892
	<u>124,552</u>	<u>133,894</u>

There were no employees whose annual remuneration was £60,000 or more.

9 Other

	Unrestricted	Total
	funds	
	2020	2019
		£
Financing costs	137	157
	<u>137</u>	<u>157</u>

YOUNG SOLUTIONS WORCESTERSHIRE
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

10 Tangible fixed assets

Fixtures, fittings & equipment
£

Cost

At 1 April 2019	13,782
Additions	1,010
Disposals	(7,190)
At 31 March 2020	<u>7,602</u>

Depreciation and impairment

At 1 April 2019	13,782
Eliminated in respect of disposals	(7,190)
At 31 March 2020	<u>6,592</u>

Carrying amount

At 31 March 2020	<u><u>1,010</u></u>
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11 Debtors

	2020	2019
	£	£
Amounts falling due within one year:		
Trade debtors	41,641	42,587
Other debtors	13,332	24
Prepayments and accrued income	1,067	948
	<u>56,040</u>	<u>43,559</u>

12 Creditors: amounts falling due within one year

	Notes	2020	2019
		£	£
Deferred income	13	17,286	21,250
Trade creditors		4,345	938
Other creditors		2,485	1,485
Accruals		8,933	2,307
		<u>33,049</u>	<u>25,980</u>

YOUNG SOLUTIONS WORCESTERSHIRE
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2020

13 Deferred income

	2020	2019
	£	£
Other deferred income	17,286	21,250

14 Related party transactions

There were no disclosable related party transactions during the year (2019 - none).