



(A company limited by guarantee)

Financial Statements For The Year Ended 31st March 2020

Trustees' Report
For the year ended 31 March 2020

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General Information

For the year ended 31 March 2020

Charitable Company Name	YSS (A company limited by guarantee)
Charity Registration Number	1081992
Company Registration Number	04024428

Trustees	Date of appointment
Helen Barker	23/01/2014
David Chantler (Chair)	15/04/2015
Fiona Charny	16/09/2016
Sandra Kelley	23/01/2014
Susanna McFarlane	26/03/2004
Ian Richards (Finance Lead)	11/11/2010
Nerys Thomas	08/06/2018
Ronald Whitfield	16/09/2016

Patron	HRH The Princess Royal
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Executive Management Team	
Chief Executive Officer	Catherine Kevis (appointed 1/06/2019)
Chief Executive Officer	Lorraine Preece (retired 30/06/2019)
Finance Director (p/t)	Karen Moody (resigned 31/03/2020)
Director of Finance and Resources	Anna Wykurz (appointed 24/08/2020)
Operations Director (p/t)	Deborah Grantham
Operations Director (p/t)	Angela Parton
Operations Director	David Andrewartha (appointed 1/04/2019)

Company Secretary	Ian Richards
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Registered Office	Auditor
Polysec House	Cooper Parry Group Limited
Blackpole Trading Estate West	Statutory Auditors
Hindlip Lane	Park View
Worcester	One Central Boulevard
WR3 8TJ	Blythe Valley Business Park
	Solihull, B90 8BG

Solicitors	Bankers
Hallmark Hulme Solicitors	Lloyds Bank Plc
3, 4 & 5 Sansome Place	4 The Cross
Worcester	Worcester
WR1 1UQ	WR1 3PY

Chair's Introduction

As a dynamic and agile organisation, we are always improving on current delivery, seeking new ways of working and sometimes letting go of services when circumstances change, and this year has been no exception. We are proud of several achievements and we are also disappointed to have failed to secure further funds to provide much needed Diversionary activities for young people at risk. The provision of a service working with some of the most vulnerable children and young people across West Mercia has enabled us to delve into some of society's most complex issues as they affect families. We are in no doubt that the interruption to this service is only a hiatus and our strategy includes a renewed enthusiasm for transforming people's lives in a way which benefits them, their family and their local community.

A project to develop and articulate our organisational Theory of Change started in January 2020 and we are working with colleagues at Data Orchard to measure the improvements that our service users report after using our services. We intend to use a more systematic approach across all YSS services in future, to make better use of our knowledge and resources in all areas.

Our away day in January 2020 was also taken up with the development of scenario planning to inform our strategic planning, although at the time, like many of our peers, we were not prepared for the effects of what was then the forthcoming pandemic.

Changes to the Board reports were instigated, with more emphasis on forward planning, default reporting and consolidated information pertaining to the whole organisation. The Senior Management Team will continue to improve upon the cyclical reporting items and quality of reports to maintain robust governance.

Trustees reviewed the Code of Governance and adopted a Governance Improvement Plan which we plan to revisit twice a year. The self-assessment highlighted a number of areas for improvement which trustees adopted. Consultation with stakeholders has confirmed that the organisation's work and impact are appreciated by all of them, and has disclosed opportunities to develop the Board's communications with staff, volunteers and service users, and wider community stakeholders.

As is often the case at YSS, we had several high profile events:

- We welcomed our Patron HRH Princess Anne in Hereford in November. The Princess contributed to our Round Table discussion with local leaders from all sectors. We were pleased to facilitate a "Community Emporium" allowing the meeting of over forty local organisations to meet with each other and our guests, who in addition to Her Royal Highness, included Lady Darnley, Lord Lieutenant of the County.
- Worcestershire Young Carers held their 3rd Conference which was entitled "Mental Health and Me" and counted several social work and mental health students in the audience. Young Carers themselves spoke and also invited guests to present on their work, including Action for Children's Blues Programme and the dynamic young artist, photographer and influencer Elspeth Van der Hole who shared her story about overcoming early adversity and how she still has to manage mental health issues which have not prevented her from achieving success in life.
- The Herefordshire High Sheriff and the Shropshire High Sheriff visited services in their respective counties and both enjoyed the opportunity to hear first-hand accounts of the successes and difficulties faced by our service users.

Future plans

Most of this report concerns a world before the virus, but by the time of writing, we are now aware of the scope, seriousness and effects of something that was only still emerging in March of this year, the last month covered by this report. It would be unrealistic to invite you to consider the future with us without acknowledging that the world is still reeling from the effects of the pandemic and we are appraising our options in an uncertain and complex environment. We, as ever are keeping our strategy under review. Our mission is as relevant and needed as ever and our scenario planning approach will keep us agile, perhaps the most important characteristic of an organisation facing such a level of uncertainty.

We shall continue to offer value for money, recognising that funding will shrink and that many small and medium sized charities will face a crisis of existential proportions. We will work collaboratively to keep local services local and meet increasing community needs. We will work with commissioners in local authorities and criminal justice to show the benefits of co-commissioning approaches for our service users, and we will develop links with other funders to ensure that we are able to add value to provide services even in these difficult times. There is a crisis, YSS will rise to it.

A handwritten signature in black ink, appearing to read 'David Chantler', is centered below the text. The signature is fluid and cursive, with a large initial 'D'.

David Chantler OBE, Chair of YSS Board of Trustees

Trustees' Report For the year ended 31 March 2020

The Trustees are pleased to present their annual report and the audited financial accounts for the year ended 31 March 2020. The financial statements comply with the current statutory requirements, the Statement of Recommended Practice and the charitable company's governing document.

The financial statements have been prepared in accordance with the accounting policies set out in the notes to the accounts and comply with the charity's governing document, 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 published in October 2019

Trustees of the charity and constitution

The directors of the charitable company are its Trustees for the purposes of charity law. The Trustees who have served during the year are set out on Page 3. There were no declarations of interest from any Trustee during the year.

The charitable company is governed by its memorandum of association which was adopted on 30 June 2000. The company trades under the name of YSS.

Charity overview and mission

Our Mission

YSS enables people who face significant life challenges to feel safe, have the opportunity to thrive and to realise their potential.

Our Values

Dignity and Respect	For ALL.
Flexibility	We continually assess and adapt our practice based on feedback from service users, staff and partners. We provide greater flexibility and responsiveness to the needs of service users.
Innovation	We constantly research and develop new approaches and new ways of working; we actively listen to the views and experiences of our service users.
Making it happen	Honouring our commitment to our funders and our service users, we are connecting people and building networks.

Our Beliefs

- People can break through barriers to thrive and realise their potential.
- The best outcomes result from holistic, person centred services combined with a solution focused approach. One size does not fit all.
- To be effective we have to continually develop and work in partnership to improve services and increase the reach and outcomes for those with whom we work.
- Organisations should be embedded in the local communities they serve and have an intimate knowledge and understanding of a community's assets and needs.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in Section 17 (5) of the 2011 Charities Act and have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing their aims and objectives and in planning future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives they have set.

The objectives of the charity for the public benefit are for the relief of children, young adults and others, including adults, families and carers, who have complex needs arising from offending, ill mental health, homelessness or problematic substance misuse. This includes those who face difficult life challenges such as unemployment, financial hardship, lack of positive role models, separation, loss and low self-esteem. The charity helps them to develop new skills and improve their resilience, enabling them to lead more positive and constructive lives in the society and to achieve their potential. The charity's work primarily benefits the West Mercia region: Herefordshire, Shropshire, Telford & Wrekin and Worcestershire.

To pursue our stated aims, YSS is able to recruit and train local volunteers. Volunteers add diversity, they challenge our thinking and help to bring local solutions to local issues. Volunteers can help break down the myths and stereotypes of people who could otherwise be excluded from the society.

Organisation

The current Board of YSS consists of eight Trustees who meet six times a year. The Board is led by the Chair and assisted by the Vice-Chair. The Vice-Chair is the company secretary and a Finance Lead for the charity. The Board is supported by the Audit and Risk Committee.

The Board of Trustees is responsible for setting the organisational strategy with the Chief Executive Officer. The day to day operational management is delegated to the Chief Executive Officer. Trustees undertake various roles to provide scrutiny of the organisation's performance and to review risk. The Chief Executive Officer meets regularly with the Chair of Trustees and formally reports to the Board at every meeting.

The Senior Management Team (SMT), led by the Chief Executive Officer, meet every month to drive operational and strategic performance. A separate leadership team including all those with line management responsibilities, recognising the significant role they play in day to day operational activities, meet for a full day at least annually. When the UK went into its first lockdown on 23 March 2020 in response to the rising cases and mortality rates of COVID-19, the SMT have facilitated the roll out of working from home for all staff. Since that time, the SMT have been meeting regularly every week using virtual meeting rooms to continue delivering strategic and organisational objectives while managing the rapidly changing situation relating to the ongoing pandemic and its effects on the charity's clients, staff and suppliers. The Trustee Meetings have also been successfully facilitated using virtual technology.

Method of Appointment of Trustees

New Trustees are appointed by the Board of Trustees with a dedicated Trustee taking the lead for this process. A formal application procedure is in place to ensure Trustee recruitment is based on organisational needs. This includes a role description and person specification, an application form and a formal interview process. If successful after the interview stage, applicants are invited to meet the Chair of Trustees and the CEO (along with members of SMT) and attend a Trustee Meeting as an observer. The Chair and Appointments Committee then confirm if they are suitable and the Chair recommends their appointment to the Board. Formal approval of appointment follows at the next Trustee Meeting.

All new Trustees will serve for a maximum of 10 years: a one-year probationary period followed by up to three further periods of three years. A formal review with the Chair will take place six months prior to the end of each three-year period. Trustee supervision and support is undertaken by the Chair of Trustees.

The Board support the principles of good governance contained within the Charity Governance Code. The Board of Trustees confirm that the Charity does not fully comply with its own governance in as much as it agreed on the proposal of the incoming Chair that provision be made, subject to review at a later date, that a Board Member with a term of over ten years be reappointed for a further three year term to provide for a smooth transition. This has applied to the immediate past Chair. This provided for a sufficient overlap of time between the retiring Chair of Trustees and the newly appointed Chair at a time of change for YSS with the recruitment of a new CEO in the pipeline. The Board is set to review its succession planning strategy in 2020/21 financial year, as agreed at the time of adopting this provision.

Safeguarding

It has been difficult to find a replacement for our Lead Safeguarding Trustee and pending a new recruitment round, Susanna McFarlane has agreed to act as interim Trustee with a safeguarding portfolio.

Risk Management

The Trustees regularly review the risks to which the charity might be exposed. There is a full risk statement, policy and associated systems in place and an Audit and Risk Trustee subcommittee that meets every six months.

The risk register identifies the major risks, their likelihood and impact and the consequent actions to manage them effectively and the process follows guidance from the Charity Commission. The risk register was reviewed twice since Covid-19 pandemic and the first UK-wide lockdown to ensure that any new risks relating to these are identified, discussed, assessed and appropriately managed. The principal commercial, operational and financial risks that have been identified and could seriously impact on performance, future prospects or reputation are as follows:

- Significant reductions in key funding areas. The YSS project snapshot forms an integral part of the risk register and is reviewed at each Trustees' meeting. Business development work continues to take a high priority within the organisation, not only to seek additional funding in order to develop and enhance our current work but to secure continuation funding or to limit further potential cuts to current funding.
- A serious safeguarding incident resulting in harm to a child, young person or vulnerable adult and the subsequent effect on YSS's reputation. YSS has a nominated Trustee lead and a nominated Operational Director with responsibility for safeguarding. Policies are reviewed and disseminated annually and regular training undertaken from local authorities.
- Health and Safety such as a serious incident involving a member of staff or volunteer from lone working in the community and in the homes of some of our most vulnerable service users. A robust lone working policy is in place and all members of staff use a 'Lone Alert' system run through mobile phones and volunteers use a 'Buddy system'.

The entity's ability to continue as a going concern

The directors have prepared the financial statements on the going concern basis, which is based on the following:

- The total unrestricted reserves are adequate and provide sufficient cash resources to allow YSS to meet its operating liabilities as and when they fall due for a period of at least 12 months from the date of the approval of these financial statements.
- The Board and the SMT have reviewed and considered the consequences of Covid-19 pandemic on YSS operations and the sustainability of income sources. Our 2020/21 budget has been revised in June 2020 and the 2021/22 budget has been prepared reflecting the initial impact of Covid-19 and the new funding opportunities. Both returned positive results for the charity's ability to continue as a going concern.
- The organisation has reviewed its risk management framework and has developed a recovery plan with options to mitigate the financial impact of potential risks. A new set of policies have been put in place to reflect the changes in service delivery, home working arrangements and the use of digital technology.
- The Trustees and directors carefully monitor the financial performance during each financial year, and despite the disruption of Covid-19, we are currently performing ahead of 20/21 budget.
- The management continued to assess the financial risk and has undertaken a robust income stress testing analysis and determined that the Covid-19 impact on YSS, economy and policy changes do not create any material uncertainty that casts significant doubt upon the entity's ability to continue as a going concern for the next 12 months.

Fundraising

- YSS does not rely on fundraising and donations to enable it to continue its work and does not engage fundraising or marketing agencies to target people by telephone, or in person, to persuade them to set up regular donations to YSS.
- We are fortunate to have people who believe in our work and raise money for us or make private donations. YSS does not, and will not, pass on contact details of supporters and donors to anyone else, including other charities. YSS respects the wishes of supporters and donors who ask for no further contact from the charity, and adheres to Data Protection Law.
- YSS employs a part-time communications and fundraising coordinator who works alongside YSS teams and SMT to gain funding for our work from trusts and foundations and to support people who choose to make donations or take part in fundraising activities in whatever way they can.
- YSS follows the Code of Fundraising Practice. YSS has received no complaints over fundraising activities during the period covered by this report.

Legal proceedings

The Directors are not aware that there are any pending legal proceedings that would have a material adverse effect on the financial position or operations of the Group.

Service Reports For the year ended 31 March 2020

Women's services

Chrysalis

For the past year The Smallwood Trust-funded Chrysalis service has continued to work with women in Shropshire and Telford & Wrekin from a variety of backgrounds with a wide range of support needs. The support that is offered is individual and flexible and can be for a short period or for a number of months or years. The women involved have stated that not having a cut-off date for support has made them feel that they are able to have confidence in YSS even if they disengage for a short while because of a personal crisis. The service has continued to receive referrals from a variety of agencies such as Probation Service, Shropshire Domestic Abuse service, Changing Futures, Shropshire Liaison and Diversionary Service, social services, Housing Support Workers and Drug & Alcohol Services, and on occasion via self-referral. Areas of support have included benefits advice, signposting to specialist services, support with housing needs, attending drugs and alcohol services, social services meetings and court appearances.

Chrysalis+

The Chrysalis+ service was established in Herefordshire on 1 March 2020, with funding from the Tampon Tax, to support young women and girls in Herefordshire who are at risk of criminal exploitation and those who are leaving care. Within the first 20 days the annual referral target was achieved and a full case load was in place, enabling young women and girls to receive vital support during the Covid-19 lockdown. Support was provided through text, telephone calls, WhatsApp, video links, and e-mails and revolved around mental health and wellbeing, building confidence and reducing feelings of isolation and more broadly, attitudes/thinking/behaviour sessions. In addition, the service has referred individuals to professional agencies such as CAB and GP surgeries, and supported women in applying to college courses. The young women and girls who are currently engaging are all keen to revert back to face to face as the lockdown eases, as well as continuing with tech-based contact.



Gemma was referred to Chrysalis by her probation officer after being released from custody. She has a long history in the criminal justice system, linked to her substance misuse, and suffers from mental health issues.

Gemma's Chrysalis keyworker has helped her access all her benefits – a process which had been causing her real anxiety. She's now able to make the calls herself and with the money she was entitled to, has been able to buy flooring and decorate her new property.

Gemma continues to engage with YSS and feels that she still needs the support as she has recently become a single, first time mum. Thanks to the Chrysalis service, the support will be there for as long as Gemma needs it.

Young Adults and Adults

Appropriate Adult (AA)

Our AA service provides representation for young people aged 10 – 17 years of age, who are taken into custody. Over the past 12 months YSS carried out 439 appropriate adult meetings; this is an increase of 17% on the previous year. Due to the increase in demand we applied for and secured further funding from the YJS to recruit a part time AA administrator. This funding has recently been extended into 2020/2021. The AA mentor training has been revised, updated and aligns to the NAAN (National Appropriate Adult Network) training standards. An AA training event was delivered in both Worcester and Telford. We continue to promote the AA role across West Mercia and have delivered promotional events at a Criminal Justice fair held at Worcester University, and at the Worcestershire volunteer fair. Four AA volunteers have extended their roles and support the team with additional administrative tasks. In February 2020 a new AA phone number was launched, an online rota system for AAs and on call staff introduced and all AA document processing was adapted to be completed and submitted remotely.

"Thank you for allowing me to complete all three call outs and for keeping me updated on CB's situation. I really enjoy acting as an AA and having the opportunity to support people like CB. I'm going to use this experience to learn more about how to support and engage with young people with autism."

AA Volunteer

Enhanced Support Service (ESS)

ESS helps to break the cycle of offending/reoffending. A total of 276 referrals were made to the ESS service in the past year, and there was an engagement rate of 83% across all the geographical areas. Support is tailored to the individuals' strengths, building resilience, confidence and hope for the future. Relationships have been further strengthened with our CRC, NPS and Police colleagues and we continued to attend a number of criminal justice strategic and operational groups across West Mercia, amplifying the service user voice. Out of the cases closed at the end of the service 91% of service users were in suitable accommodation, 81% reported a reduction or abstained from using alcohol or drugs and 88% reported being in/or having improved positive relationships with family and friends.

Through the Gate services (Meet & Mentor and Re-Connect)

Our prison based workers in HMP Hewell and Featherstone are co-located in the West Mercia Community Rehabilitation Company's (CRC) Resettlement teams, sharing information, ideas and different ways of working. A total of 142 prison and 114 community based referrals were received over the year, achieving an engagement rate of 89% across both the prison and community based services. Our Through the Gate team has utilised a specially created neurolinguistic programming (NLP) resource pack, which has allowed us to be more creative with our delivery. For our prison based work, a comparison between initial assessment and end distance travelled scores, we have seen a significant improvement for our service users across the categories of emotional wellbeing, personal relationships and their preparation for release. On closed cases for our community based support we have seen a significant improvement in individuals' housing status, physical and mental health and debt reduction.



Following his release from prison, YSS provided John with emotional support which helped him to cope with his anxiety. Alongside this we gave practical support with finances and health and wellbeing. YSS became a vital link between John and other services, 'walking' alongside him, helping wherever needed and advocating when things became overwhelming.

"Having this support has made me a lot less anxious, and I'm determined to turn my life around."

#MORSE is our innovative safer roads partnership with the Police and Fire Service. Following a period of mobilisation and a successful recruitment campaign, we started accepting referrals on the 1st October 2019 and have received 109 referrals from a range of partner agencies: CRC, Police, drug/alcohol agencies, health and education. We have worked alongside Hereford & Worcester Fire and Rescue Service and Shropshire Fire & Rescue Service, to develop their road safety delivery framework and have commissioned an external evaluation, which will evidence the impact MORSE has had on the individuals' driving behaviour and lifestyle. Linking in to the external evaluation, YSS staff and MORSE partners attended a two day behaviour change course. Of the MORSE closed cases, 50% saw an improvement in their accommodation status, 71% improvement in family and personal relationships, 67% an improvement in reduction/abstinence drugs and alcohol and 80% improvement around positively accessing/engaging with education, training and employment and volunteering opportunities.

Veterans

Remember Veterans

We are committed to delivering 1:1 support for veterans, to enable them to live independent lives and reduce the risk of re-offending/offending. In the past year through our Remember Veterans service, we have supported 41 veterans across Shropshire, Herefordshire, Worcestershire and Telford & Wrekin with a wide range of issues including housing, health and wellbeing, emotional support, access to food banks, substance misuse, benefit, debt, employment support and advice and guidance, especially during the initial early stages of Covid-19.

Some of our biggest achievements over the last year have been supporting Veterans into full time employment, securing and offering housing support to several veterans, the sourcing of brown and white goods and the purchase of house hold items through the YSS Distress Fund. We have encouraged some of the veterans to complete online courses with one veteran successfully completing Food Hygiene Level 1 and Retail Level 2. The YSS Remember Veterans Counselling service provided by our qualified counsellor Eddie, ex-armed forces himself, has been successful with a number of veterans being referred into this service. The feedback has been extremely positive, with participants reporting that they felt at ease speaking to another veteran who understood their situation. We have continued to work closely with our Armed Forces Covenant and Police Crime Commissioner partners across West Mercia and attend regular partnership meetings; we have held meetings with both Princess Anne and Prince Charles this year whilst promoting the service.



Dom, 39, served for 12 years in the Army. After being released from prison, he had no accommodation or support network and found it increasingly hard to settle into civilian life. Dom met with his Remember Veterans keyworker on a weekly basis, who found somewhere for him to live, and applied for funding for white goods. Together, they also established contact with Dom's estranged son, finding activities that they could both take part in. Dom then started to apply for jobs, something that he'd always found tough because of the rejection letters affecting his mental health. Dom has now been employed for over six months, on a full-time, permanent contract by an engineering company that recognised his military skills and experience. He and his son are continuing to rebuild their relationship.

Children, young people and families

Shropshire Targeted Family Support and Shropshire Young Carers

April 2019 saw the start of a new contract with Shropshire Council delivering Targeted Family Support at an early stage for children and young people aged 0-19 years (0-25 years for those children and young people with special educational needs or a disability) and their families, focusing on their needs around school attendance, behavioural issues and risk of offending. The service provides early intervention which aims to help prevent families needing more intensive, specialist support later on. In addition, the service will also support families as they step down from specialist services.

We provided targeted support to identify, assist and support young carers in Shropshire with our delivery partner Crossroads Care. Together with Early Help partners, the service is achieving significant, long term outcomes for children, young people and their families, including: improved mental health and wellbeing, improved relationships, better school attainment, improved financial security and access to learning or work, improved health and reduced criminal or anti-social behaviour.

Worcestershire Young Carers

Our Worcestershire Young Carers service has supported 619 young carers and their families in the year 2019/20. 68% of young people have caring responsibility for one or more parent, while mothers are the parent most often cared for with 61% of young people having this responsibility. A quarter of young people help to care for a sibling. 45% of young carers live in single parent families which increases the demands placed on them, where the emotional and physical support which would normally be offered by the other parent is lacking. 27% of young carer families are in receipt of free school meals.



Those young carers who attended clubs during the year reported the following outcomes: 96% felt happy as a result of attending clubs, 94% said they had made new friends, 80% said their confidence had improved as a result of attending club; and 98% also said that they felt safe from bullying at the clubs.

During the year YSS was pleased to receive funding from the #iWill Fund, which enabled 24 young people to attend training to increase their self-confidence and presentation skills. Six have gone on to become Young Carer Ambassadors who attend school assemblies and other events with the YSS Education Link worker, to champion young carers and raise awareness of issues affecting them.

"The support you gave has really helped me. You have been easy to talk to and always been there for me. You helped me with my emotions and helped me understand things. At times it helped me get things off my mind and really appreciate what we have done and the nice things we have done. I don't think me and mum would be still living together if you hadn't helped and make choices to change things."

Young Service User, Shropshire Targeted Early Help

Volunteering

Our volunteers are crucial to the impact and success of our work. We provide them with ongoing training and support, for the benefit of both our service users and the volunteers themselves, to ensure that they maximize their skills sets. Our volunteers come from all walks of life and in addition to 'giving something back' to the community, are often able to use the experience to progress to work or change career. They are involved in delivering key areas of our work, including our partnership with Action for Children, South Worcestershire Parenting and Community Development service. In this role, volunteers are encouraged to take the lead in delivering community toddler groups, directly support clients at children centres and are trained to co-facilitate parenting groups.

Our dedicated Volunteer Coordinators are responsible for recruiting and supporting around 25 volunteers across West Mercia. A part-time Volunteer Coordinator in Worcestershire is funded by Laslett's Charity.

"It is such a great feeling when someone completes a goal that they've set for themselves. I feel like I'm actually making a difference, regardless of how big or small it may be and that in itself is so rewarding."

YSS volunteer



Accreditations

We have received the Matrix Standard, a quality framework that promotes the effective delivery of high-quality information, advice and guidance by ensuring that organisations review, evaluate and develop their services and the continuous development of their staff. We have the Investor in Volunteers accreditation from the NCVO (National Council for Voluntary Organisations) and we are an accredited Living Wage employer, Disability Confident employer and work to Cyber Essentials standards.

Financial Review

The Result for the Year and Financial Position of the charity are as shown in the attached financial statements.

The total income has increased from £1,308,687 in 2019 to £1,704,741 in 2020, an increase of £396,054 (30%). The increase from the Warwickshire and West Mercia funding for the Through the Gate & the new project Morse positively impacted the current financial year 19/20 by bringing an additional £255k income and the OPCC projects increased funding by £141k. There were some other smaller funding streams which came to an end during the year and no significant additional income.

Expenditure increased from £1,337,357 in 2019 to £1,712,782 in 2020, an increase of £375,425 (28%). This increase in project related expenditure corresponds to the increase of income.

Overall, the charity recorded a net deficit of £8,041 for the year (2019 – deficit £28,670), which represents a decrease in unrestricted reserves of £200 and a decrease in restricted funds of £7,841.

Reserves and the position at the Year End

Our reserves have to be adequate to carry on our work when faced with difficult, challenging and changing times. They need to be sufficient to allow us to address possible losses from our charitable activities and give us enough time to adjust our strategy to meet changing circumstances and to invest in business development, without having to make hasty decisions.

The Balance Sheet shows unrestricted, available reserves at 31 March 2020 of £324,243 (2019 - £324,443).

There continues to be a difficult operating environment for the voluntary sector and given the current uncertainties over future levels of funding, the Trustees consider that, ideally, unrestricted reserves should equate to approximately nine months' running costs and be sufficient to cover the maximum potential liabilities that could arise in the event of a forced closure. The Trustees believe that the current level of reserves provides YSS with adequate funds to meet both of these requirements, whilst allowing for potential investment in new areas of work. £53,000 of the unrestricted reserves have been designated to cover a potential budget deficit in the year to 31 March 2021, and £27,467 to continue our criminal justice project to support women in Herefordshire, with further details included in note 16.

Our restricted reserves are represented by the fund balances that are shown on page 33.

Investment Policies

The Trustees invest surplus funds in interest bearing bank and savings accounts with a combination of instant and short notice access, to ensure that the funds are readily available as and when required.

Statement of Trustees' responsibilities

The Trustees (who are also directors of YSS for the purposes of company law) 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).

Company law 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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 2019 (FRS 102);
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

Cooper Parry Group Limited has expressed their willingness to continue in office and will be proposed for re-appointment at the Annual General Meeting.

In preparing this report, the directors have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006.

Approved by the Board of Trustees on 8 December 2020 and signed on behalf of the Board:

A handwritten signature in black ink, appearing to read 'David Chantler', is positioned below the approval text.

David Chantler OBE
Chair of YSS Board of Trustees

Independent Auditor's Report to the members of YSS (A company limited by guarantee)

Opinion

We have audited the financial statements of YSS for the year ended 31 March 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2020, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the Trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report, other than the financial statements and our Auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Trustees' Annual Report has been prepared in accordance with legal requirements.

Matters on which we are required to report by exception

In the light of our knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- The Trustees' were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

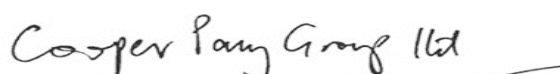
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Simon Atkins FCA

Senior Statutory Auditor
for and on behalf of:

Cooper Parry Group Limited

Chartered Accountants
Statutory Auditor

One Central Boulevard
Blythe Valley Park
Solihull
West Midlands
B90 8BG

8 December 2020

Statement of Financial Activities
(incorporating the Income and Expenditure Account)
For the year ended 31 March 2020

	Notes	Unrestricted Fund £	Restricted Funds £	Total 2020 £	Total 2019 £
Income from:					
Donations and legacies	2	-	27,303	27,303	23,156
Income from charitable activities	3	394	1,670,368	1,670,762	1,279,057
Investment income	4	6,676	-	6,676	6,474
Income from other trading activities	5	-	-	-	-
		<hr/>	<hr/>	<hr/>	<hr/>
Total income		7,070	1,697,671	1,704,741	1,308,687
		<hr/>	<hr/>	<hr/>	<hr/>
Expenditure on:					
Charitable activities	6	7,270	1,705,512	1,712,782	1,401,369
Release of provision	6	-	-	-	(64,012)
		<hr/>	<hr/>	<hr/>	<hr/>
Total expenditure		7,270	1,705,512	1,712,782	1,337,357
		<hr/>	<hr/>	<hr/>	<hr/>
Net movements in funds being net (expenditure)/income for the year		(200)	(7,841)	(8,041)	(28,670)
Reconciliation of funds					
Total funds brought forward		324,443	266,092	590,535	619,205
		<hr/>	<hr/>	<hr/>	<hr/>
Total funds carried forward		324,243	258,251	582,494	590,535
		<hr/>	<hr/>	<hr/>	<hr/>

All income and expenditure derive from continuing activities. The statement of Financial Activities incorporates the all gains and losses recognised in the above two financial periods.

The notes on pages 24 - 38 form part of these financial statements.

Balance Sheet
Registered Number 04024428
as at 31 March 2020

	Note	2020		2019	
		£	£	£	£
Fixed Assets					
Tangible fixed assets	10		2,769		-
Current Assets					
Debtors	11	35,364		23,029	
Cash at bank and in hand		<u>661,675</u>		<u>688,954</u>	
		697,039		711,983	
Creditors: amounts falling due within one year	12	<u>(117,314)</u>		<u>(121,448)</u>	
Net current assets			579,725		590,535
Net assets			582,494		590,535
Funds					
Restricted funds	15		258,251		266,092
Unrestricted funds - general	16	243,776		253,443	
designated	16	<u>80,467</u>		<u>71,000</u>	
			<u>324,243</u>		<u>324,443</u>
Total funds			582,494		590,535

The financial statements on pages 24-38 were approved by the board of Trustees and authorised for issue on 8 December 2020 and are signed on its behalf by:



David Chantler OBE
Chair of YSS Board of Trustees



Ian Richards
Secretary and Vice Chair of YSS Board of Trustees

**Statement of cash flows
as at 31 March 2020**

	Note	2020 £	2019 £
Cash flow from operating activities	20	(29,803)	(123,649)
Cash flow from investing activities			
Interest received		6,676	6,474
Proceeds on disposal of fixed assets		-	55
Purchase of fixed assets		(4,152)	-
Net cash flow from investing activities		2,524	6,529
Net (decrease) in cash and cash equivalents		(27,279)	(117,120)
Cash and cash equivalents at 1 April 2019		688,954	806,074
Cash and cash equivalents at 31 March 2020		661,675	688,954

1 Accounting Policies

Basis of preparation

YSS (the limited charity) is a registered incorporated charity in the United Kingdom. The address of the registered office is given in the charity information on page 3 of these financial statements. The nature of the charity's operations and principal activities are to provide community based support services for children, young people, adults and families who are vulnerable, have complex needs and who face difficult life challenges.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity.

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

Company Status

The charitable company is a company limited by guarantee. The members of the charitable company are the Trustees named in the Trustees' Report. In the event of the charitable company being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company.

Fund accounting

Restricted funds

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charitable company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Unrestricted funds

Unrestricted funds are available for use, at the discretion of the Trustees, in furtherance of the general objectives of the charitable company and have not been designated for other purposes.

Notes to the Accounts for the year ended 31 March 2020 (continued)

Designated funds

Designated funds are unrestricted funds earmarked by the Directors for particular purposes.

Incoming Resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

No amount is included in the financial statements for volunteer time in line with the SORP (FRS 102).

- Voluntary income by way of grants, donations and gifts is included in full in the Statement of Financial Activities when receivable and when the amounts are known with certainty and are measurable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when it becomes unconditionally entitled to the grant.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charitable company earns the right to consideration by its performance. Where income is received in advance of performance it is treated as deferred income and included within creditors.

Resources Expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably.

Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charitable company and include audit fees and costs linked to the strategic management of the charitable company.

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity comprise both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Tangible fixed assets

Tangible fixed assets are included at cost. Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computers	33% straight line
Office equipment	25% straight line
Leasehold improvements	20% straight line, or over lease term if shorter
Motor vehicles	50% straight line

Fixed assets below £500 are not capitalised.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Notes to the Accounts for the year ended 31 March 2020 (continued)

Recognition of liabilities

Liabilities are recognised when an obligation arises to transfer economic benefits as a result of past transactions or events.

Pensions

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the charitable company in an independently administered fund. Contributions payable for the year are charged in the Statement of Financial Activities.

Tax

YSS is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

Leasing commitments

Assets acquired under finance leases are capitalised and depreciated over the lease term and expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net future charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Going concern

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure for 2020/21 and 2021/22 financial years are sufficient with the level of reserves. The total unrestricted reserves are adequate and provide sufficient cash resources to allow YSS to meet its operating liabilities as and when they fall due for a period of at least 12 months from the date of the approval of these financial statements.

YSS has taken a number of steps in assessing the going concern, including:

- The Board and the SMT have reviewed and considered the consequences of Covid-19 pandemic on YSS operations and the sustainability of income sources. Our 2020/21 budget has been revised in June 2020 and the 2021/22 budget has been prepared reflecting the initial impact of Covid-19 and the new funding opportunities. Both returned positive results for the charity's ability to continue as a going concern.
- The organisation has reviewed its risk management framework and has developed a recovery plan with options to mitigate the financial impact of potential risks. A new set of policies have been put in place to reflect the changes in service delivery, home working arrangements and the use of digital technology.
- The Trustees and directors carefully monitor the financial performance during each financial year, and despite the disruption of Covid-19, we are currently performing ahead of 20/21 budget.
- The management continued to assess the financial risk and has undertaken a robust income stress testing analysis and determined that the Covid-19 impact on YSS, economy and policy changes do not create any material uncertainty that casts significant doubt upon the entity's ability to continue as a going concern for the next 12 months.

Notes to the Accounts for the year ended 31 March 2020 (continued)

2	Voluntary income	2020 £	2019 £
	Grants and donations	27,303	23,156

Income from grants and donations was £27,303 (2019: £23,156) of which Nil (2019: £2,000) was attributable to unrestricted funds and £27,303 (2019: £21,156) was attributable to restricted funds.

3	Incoming resources from charitable activities	2020 £	2019 £
	Restricted		
	West Mercia AA – Appropriate Adult	36,145	38,154
	Worcester Young Carers	122,614	121,734
	- Core funding	10,000	10,000
	- Schools Awareness	15,540	13,540
	- Children In Need	-	5,000
	- #iwill	417,444	410,000
	Shropshire County Council Early Help – Enhance	-	15,000
	Smallwood Trust – Women’s First Direct	44,728	30,291
	Smallwood Trust – Chrysalis	2,500	-
	Smallwood Trust – Tampax Tax	229,338	226,004
	WWM CRC – ESS+	115,545	9,000
	WWM CRC – Through the Gate	140,658	-
	WWM CRC – Morse Safer Roads	-	114,084
	WM OPCC - ARC	25,000	25,000
	WM OPCC – Remembering Veterans	396,367	141,031
	WM OPCC Divert	1,267	7,534
	WM OPCC-PDC	51,750	1,667
	Veterans Voices	33,000	54,353
	Action For Children – Worcs Early Help	15,000	15,000
	Laslett’s Trust	4,672	34,617
	Fusion - BBO	8,800	6,400
	IOM – Iris	1,670,368	1,278,409
	Unrestricted		
	Sundry income	394	648
		1,670,762	1,279,057

Further detail on the above projects/income streams can be found in **note 15**.

Notes to the Accounts for the year ended 31 March 2020 (continued)

4	Investment income	2020 £	2019 £
	Bank deposit interest	6,219	6,021
	COIF deposit interest	457	453
		<hr/>	<hr/>
		6,676	6,474
		<hr/>	<hr/>

All of the above income for this year and the comparative year was attributable to unrestricted funds.

5	Other trading activities	2020 £	2019 £
	Sundry	-	-
		<hr/>	<hr/>
		-	-
		<hr/>	<hr/>

All of the above income for this year and the comparative year was attributable to unrestricted funds.

Notes to the Accounts for the year ended 31 March 2020 (continued)

6 Resources expended – Charitable Activities

	Criminal Justice	Mentoring and Support	Young Carers	Central Costs	2020 Total	2019 Total
	£	£	£	£	£	£
Activities Undertaken directly						
Employment Costs (Note 7)	643,533	359,842	96,691	146,606	1,246,672	1,083,675
Staff Training	20,109	2,849	540	2,372	25,870	17,804
Advertising and Promotions	5,649	1,668	3,650	793	11,760	3,193
Travelling Expenses	52,054	20,553	3,269	1,544	77,420	49,004
Service user Expenses & Club costs	20,040	9,401	37,284	-	66,725	72,476
Office costs and facilities	4,047	481	-	22,697	27,225	21,972
Admin Costs	16,209	6,620	3,711	10,741	37,281	27,328
IT Costs	42,696	22,389	4,561	17,301	86,947	71,381
Insurance	-	-	-	8,250	8,250	10,345
Legal and Professional	9,708	3,453	1,200	15,536	29,897	15,116
Bank Charges	-	-	-	609	609	561
Trustee's Expenses and Meeting Costs	-	-	-	3,090	3,090	1,135
Conference Expenditure	-	-	198	-	198	-
Volunteer Costs	9,050	963	334	-	10,347	8,906
Subcontractor Costs	13,264	60,000	-	-	73,264	13,264
Governance Costs	-	-	-	5,842	5,842	5,254
Depreciation	-	-	-	1,385	1,385	-
Release of dilapidations provision	-	-	-	-	-	(64,012)
	836,359	488,219	151,438	236,766	1,712,782	1,337,357

Of the total expenditure, a debit of £7,270 (2019: £21,287 credit) related to unrestricted funds and £1,705,512 (2019: £1,358,644) related to restricted funds.

Notes to the Accounts for the year ended 31 March 2020 (continued)

7	Staff costs	2020	2019
		£	£
	Gross Salaries	1,118,738	950,927
	Employer's National Insurance	89,459	75,201
	Pension Costs	38,475	38,938
	Redundancy Costs	-	18,609
		<hr/>	<hr/>
		1,246,672	1,083,675
		<hr/>	<hr/>

Included in the above gross salaries figure are consultancy costs of £9,532 (2019 - £3,220).

The average monthly number of employee during the year was as follows:

		2020	2019
		No.	No.
Administration and management	- Full time	2	1
	Part time	8	8
Support staff	- Full time	26	20
	Part time	19	18
Seconded staff		-	-
		<hr/>	<hr/>
		55	47
		<hr/>	<hr/>

No (2019: nil) employees earned more than £60,000 per annum (including taxable benefits but excluding employer's pension contributions) during the year ended 31 March 2020.

No remuneration was paid to Trustees during the year.

The total amount of employee benefits received by key management personnel is £194,303 (2019: £143,069). The trust considers its key management personnel comprise of five individuals being the Chief Executive, Finance Director and three Operations Directors.

8 Net incoming resources for the year

The net incoming resources are stated after charging:

	2020	2019
	£	£
Auditors' remuneration	5,592	5,254
Pension costs	38,475	38,938
Operating lease rentals	19,325	19,869
Depreciation	1,383	-
	<hr/>	<hr/>

Notes to the Accounts for the year ended 31 March 2020 (continued)

9 Taxation

As a charitable company, YSS, is exempt from tax on income and gains falling within section 478 of the Taxes Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen within the charitable company.

10 Tangible fixed assets

	Office Equipment £	Computer Equipment £	Total £
Cost			
At 1 April 2019	11,222	15,974	27,196
Additions		4,152	4,152
Disposals		(15,974)	(15,974)
	<hr/>	<hr/>	<hr/>
At 31 March 2020	11,222	4,152	15,374
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 April 2019	11,222	15,974	27,196
Charge for the Year		1,383	1,383
Elimination on disposal		(15,974)	(15,974)
	<hr/>	<hr/>	<hr/>
At 31 March 2020	11,222	1,383	12,605
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 March 2020	-	2,769	2,769
	<hr/>	<hr/>	<hr/>
At 31 March 2019	-	-	-
	<hr/>	<hr/>	<hr/>

11 Debtors

	2020 £	2019 £
Trade debtors	467	3,077
Prepayments	24,054	12,767
Other debtors	<u>10,843</u>	<u>7,185</u>
	<hr/>	<hr/>
	35,364	23,029
	<hr/>	<hr/>

Notes to the Accounts for the year ended 31 March 2020 (continued)

12 Creditors: amounts falling due within one year	2020	2019
	£	£
Trade creditors	28,763	32,801
Social security and other taxes	23,720	25,776
Accruals	36,166	33,327
Deferred income (below)	<u>28,665</u>	<u>29,544</u>
	117,314	121,448

Deferred income is analysed below:	£	£
Deferred income brought forward	29,544	37,076
Released in year	(29,544)	(37,076)
Deferred during the year	<u>28,665</u>	<u>29,544</u>
Deferred income carried forward	28,665	29,544

The amounts are deferred when the charitable company does not have unconditional entitlement to the income or when the invoice relates to the delivery of a service and is therefore only recognised to the extent that the charitable company has provided the service.

13 Pension Commitments

The charitable company operates a defined contribution pension scheme. Pension costs of £38,475 (2019: £38,938) representing contributions payable by the charitable company to the fund, were charged in the statement of financial activities during the year. No further contributions are payable for the year.

14 Operating leases

The total minimum lease payments due by the charitable company at 31 March 2020 in respect of non-cancellable operating leases are as follows:

Leases expiring:

	Land and buildings		Other operating lease	
	2020	2019	2020	2019
	£	£	£	£
Within one year	13,991	18,655	-	1,038
Within one and two years	-	13,991	-	-
Within two to five years	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
	13,991	32,646	-	1,038

Notes to the Accounts for the year ended 31 March 2020 (continued)

15	Restricted Funds - current year	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Balance at 31 March 2020 £
	West Mercia AA – Appropriate Adult	1,535	36,145	(37,680)	-
	WYC - Core	-	122,614	(121,602)	1,012
	- General	49,787	20,571	(23,012)	47,346
	- School Awareness	5,336	10,000	(9,554)	5,782
	- E to E – LJC Fund	1,570	-	(1,570)	-
	- Children in Need	1,939	15,540	(16,325)	1,154
	- #iwill	4,779	-	(2,991)	1,788
	Shropshire County Council Early Help	71,689	417,444	(426,577)	62,556
	Smallwood Trust – First Direct	15,446	-	(8,589)	6,857
	Smallwood Trust - Chrysalis	786	44,728	(45,493)	21
	Smallwood Trust – Tampax Tax	-	2,500	(475)	2,025
	WWM CRC – ESS+	64,275	229,338	(228,879)	64,734
	WWM CRC – through the gate	(7,426)	115,545	(107,294)	825
	WWM CRC – Morse Safer Roads	-	140,658	(122,260)	18,398
	WM OPCC - ARC	5,469	-	(5,469)	-
	WM PCC – New ESP	1,000	-	-	1,000
	WM OPCC - Divert	11,187	396,367	(397,517)	10,037
	WM OPCC – Remember Veterans	6,721	25,000	(25,039)	6,682
	WM OPCC – PDC	2,404	1,267	(3,671)	-
	Veteran Voices	-	51,570	(50,100)	1,650
	Action for Children – Worcs Early Help	12,533	33,000	(41,228)	4,305
	Action for Children – FFS	1,000	-	-	1,000
	Laslett’s trust	355	15,000	(15,355)	-
	Fusion – BBO	-	4,672	(4,672)	-
	IOM – Iris	2,310	8,800	(9,189)	1,921
	YSS Discretionary Donations	13,397	6,732	(971)	19,158
		266,092	1,697,671	(1,705,512)	258,251

Notes to the Accounts for the year ended 31 March 2020 (continued)

15	Restricted Funds - prior year	Balance at 1 April 2018	Incoming resources	Resources expended	Balance at 31 March 2019
	£	£	£	£	
	West Mercia AA – Appropriate Adult	6,943	38,154	(43,562)	1,535
	WYC - Core	1,613	121,734	(123,347)	-
	- General	48,061	18,331	(16,605)	49,787
	- School Awareness	5,753	10,000	(10,417)	5,336
	- E to E – LJC Fund	20,000	-	(18,430)	1,570
	- Children in Need	1,703	13,540	(13,304)	1,939
	- #iwill	-	5,000	(221)	4,779
	Shropshire County Council Early Help	62,441	410,000	(400,752)	71,689
	Smallwood Trust – First Direct	7,850	15,000	(7,404)	15,446
	Smallwood Trust - Chrysalis	1,073	30,291	(30,578)	786
	WWM CRC – ESS+	106,719	226,004	(268,448)	64,275
	WWM CRC – through the gate	-	9,000	(16,426)	(7,426)
	WM OPCC - ARC	14,325	114,084	(122,940)	5,469
	WM PCC – New ESP	1,000	-	-	1,000
	WM OPCC - Divert	27,220	141,031	(157,064)	11,187
	WM OPCC – Remember Veterans	-	25,000	(18,279)	6,721
	WM OPCC – PDC	-	7,534	(5,130)	2,404
	Veteran Voices	6,441	1,667	(8,108)	-
	Action for Children – Worcs Early Help	1,415	54,353	(43,235)	12,533
	Action for Children – FFS	1,000	-	-	1,000
	Laslett's trust	-	15,000	(14,645)	355
	Fusion – BBO	(627)	34,617	(33,990)	-
	IOM – Iris	-	6,400	(4,090)	2,310
	YSS Discretionary Donations	12,241	2,825	(1,669)	13,397
		<hr/>	<hr/>	<hr/>	<hr/>
		325,171	1,299,565	(1,358,644)	266,092
		<hr/>	<hr/>	<hr/>	<hr/>

West Mercia AA

Provide volunteers to support young people aged 10 to 17 years with appropriate adults within West Mercia.

Worcester Young Carers (WYC) schemes

Provide support for carers aged eight to 18 years and young adult carers up to 25 years within Worcestershire.

Worcester Young Carers (WYC) school awareness

Private donation to increase awareness of young Carers in schools.

Worcester Young Carers (WYC) E to E – LJC Fund

To support and motivate those young carers aged 16 and over specifically around education, training and employment.

Worcester Young Carers (WYC) #iwill – Community First

To develop and train a group of young Carers to become Worcestershire Young Carers' Ambassador

Shropshire County Council - Early Help

Provide **Early Help** interventions in Shropshire, for children young People and their families when their needs cannot be met by routine universal services.

Smallwood Trust – Women's First Direct

Discretionary Funding across all YSS projects to help women in financial adversity to become more resilient.

Notes to the Accounts for the year ended 31 March 2020 (continued)

15 Restricted Funds – continued

Smallwood Trust - Chrysalis

The women-only Chrysalis service, delivered in Shropshire and funded by Smallwood Trust, seeks to enable and empower women and their families to overcome disadvantage, inequality and poverty whilst increasing financial resilience.

WWM CRC – ESS+

Provides an Enhanced Support Service to target groups of offenders most at risk of reoffending, across the West Mercia region.

WWM CRC – Through the Gate

Provides a Support Service which aims to prepare and help people to find their feet when they are released from custody. The service operates at HMP Hewell and HMP Featherstone.

WWM CRC – Morse Safer Road

An innovative safer roads initiative aimed at reducing the amount of road traffic offences being committed throughout West Mercia.

WMPCC – Remember Veterans

To continue recruitment, training, support & co-ordination of the Veterans Champions network across West Mercia.

Veterans Voices

Veterans Voices is funded by the Armed Forces Covenant. As part of our work with veterans, YSS works with a small number of ex-military personnel across Shropshire and Telford, who have been involved in the Criminal Justice System and gave them the opportunity to be able to tell their stories in a safe and trusted environment.

Action for Children – Worcester City Early Help

Provide volunteers to deliver interventions for Worcester City Early help to work with young people and their families when their needs cannot be met by routine universal services.

Family First Support

Offers practical and emotional support to families of those in prison who reside in Worcester city.

IOM – IOM Rehabilitation Intervention Service (IRIS)

Provide Intensive support to a nominated group of IOM ex-offenders across Telford and Shropshire

Notes to the Accounts for the year ended 31 March 2020 (continued)

16 Unrestricted funds – current year

	Balance at 1 April 2019 £	Incoming resources £	Resources expended £	Allocation in year £	Balance at 31 March 2020 £
Designated funds					
Deficit budget funding	41,000	-	(4,737)	16,737	53,000
Herefordshire Chrysalis	30,000	-	(2,533)	-	27,467
General Fund	253,443	7,070		(16,737)	243,776
	<u>324,443</u>	<u>7,070</u>	<u>(7,270)</u>	<u>-</u>	<u>324,243</u>

Unrestricted funds – prior year

	Balance at 1 April 2018 £	Incoming resources £	Resources expended £	Allocation in year £	Balance at 31 March 2019 £
Designated funds					
Deficit budget funding	49,000	-	(42,725)	34,725	41,000
Herefordshire Chrysalis	20,000	-	-	10,000	30,000
General Fund	225,034	9,122	64,012	(44,725)	253,443
	<u>294,034</u>	<u>9,122</u>	<u>21,287</u>	<u>-</u>	<u>324,443</u>

Purpose of designated funds

Deficit budget funding

The purpose of this fund is to finance the deficit budget set for 2020/21.

Herefordshire

The Trustees have agreed to utilise free reserves to extend our reach to female service users at risk or already in the criminal justice system in Herefordshire.

Notes to the Accounts for the year ended 31 March 2020 (continued)

17 Analysis of net assets between funds – current year

	Designated funds £	Unrestricted funds £	Restricted funds £	2020 Total £
Cash at bank and in hand	80,467	322,957	258,251	661,675
Other net current assets	-	(79,181)	-	(79,181)
	<u>80,467</u>	<u>243,776</u>	<u>258,251</u>	<u>582,494</u>

Analysis of net assets between funds - prior year

	Designated funds £	Unrestricted funds £	Restricted funds £	2019 Total
Cash at bank and in hand	71,000	351,863	266,092	688,955
Other net current assets	-	(98,420)	-	(98,420)
	<u>71,000</u>	<u>253,443</u>	<u>266,092</u>	<u>590,535</u>

18 Reserves on dissolution

The constitution states that no members shall be entitled, upon dissolution, to any part of the assets of the charitable company. Any assets remaining, after payment of all liabilities, shall be distributed to some other charity or charities having similar objects and which prohibits the distribution of their income and property at the time of dissolution as chosen by the members at the time.

19 Control and members

The charitable company is under the control of the Trustees.

As at 31 March 2020, there were 8 members of the charitable company (2019: 9 members).

Notes to the Accounts for the year ended 31 March 2020 (continued)

20 Reconciliation of net income to net cash flow from operating activities

	2020 £	2019 £
Net income for the year	(8,041)	(28,670)
Interest receivable	(6,676)	(6,474)
Depreciation	1,383	-
Gain on disposal	-	(55)
(Increase)/decrease in debtors	(12,335)	49,932
(Decrease) in creditors	(4,134)	(138,382)
Net cash flow from operating activities	(29,803)	(123,649)

Thanks and acknowledgement

We would like to extend a sincere 'thank you' to all our donors, who have supported us this year; it is through your support that we are able to reach more beneficiaries and have a greater impact.

We would like to offer particular thanks to the following incredibly generous fundraisers and supporters for donating funds towards our work (some of our donors wish to remain anonymous – we also extend Our sincere thanks to:

Thank you!

- A Shaw
- Arley Kings Players
- Barrow Cadbury Trust
- Bewdley Rotary Club
- Black Pear Joggers
- Broadway YRC Church
- Bromyard Road Methodist Monday Group
- CD and MA Walters
- Droitwich Inner Wheel
- Droitwich Lions
- Droitwich Lions Ladies
- Droitwich Rotary Club
- Ian Clarke
- IS and LJ Holt
- J Doyle
- J Yelland
- Lapworth Ladies Supper Club
- Lillie Johnson Trust
- Margaret Westwood Memorial Charity
- Mrs James
- North Worcester Rotary Club
- Redditch Recorder Group
- Route 38
- Mr & Mrs J Hayes
- S Ford
- S Dayus
- Severn Trent
- Smallwood Trust
- St Ethelbert Probus Club
- Soroptimist Club of Kidderminster
- The Blackpole Inn
- The Burford Trust
- The LJC Trust
- United Reformed Church, Broadway
- VV Pickman
- Walkwood Academy
- Woodfield Academy
- Worcester City Netball League

We are also extremely grateful to the following organisations for their generous gifts in kind, which we appreciate and value so much:

- Free Radio
- Hewett Recruitment
- Randstad Recruitment

To all of our supporters, fundraisers, staff and volunteers - with your help we continue to grow and support our charity mission; thank you.

Take action

If you've been inspired to get involved with YSS and want to support our mission for a society where all people feel safe and have the opportunity to lead positive and constructive lives, and to achieve their potential, take action today.

Become a volunteer

Volunteers and the ethos and values that volunteering brings to YSS are hugely important to us. We aim to provide the highest standards of training and support to the volunteers that work alongside YSS and value the extra dimension and diversity they bring to our work.

There are a number of exciting volunteer roles based within our services; our volunteers are supported by a dedicated, friendly team of Volunteer Coordinators who are responsible for recruiting and supporting our volunteers across the region. If you'd like to volunteer for us, please go to yss.org.uk/why-volunteer and fill in an application form.

Make a donation

Many of the people we help are facing greater hardship than ever before. Please donate to our Discretionary Distress Fund and help us to provide practical and emotional support to our service users. Go to yss.org.uk/donate to give online, or write to us at YSS, Polysec House, Blackpole Trading Estate West, Worcester, WR3 8TJ.

Fundraise for us

We are incredibly grateful to and inspired by, all those who give their time, effort and often sweat and tears, into fundraising for us – it is thanks to all your efforts that we are able to support even more people and have a greater impact. If you have a fundraising idea, or would like to find some inspiration, please see yss.org.uk/fundraise. If you're looking for an easy way to support us why not buy a Worcester Community Lottery ticket – just go to - <https://www.worcesterlottery.org/support/yss-worcester>. Tickets cost £1 and there is a chance of winning up to £25,000.

Join our mailing list

If you'd like to be kept informed about the latest news, events and opportunities, join our mailing list by registering with us online: simply go to yss.org.uk to register your details.

Share our news

Did you know we are on social media? Please share our news stories and social media posts with your friends, families and colleagues! Follow us @OfficialYSS on Facebook and Twitter, and for news about Worcestershire Young Carers follow @WorcestershireYoungCarers on Facebook and @WorcYoungCarers on Twitter. Thank you!

Talk to us

If you'd like more information about any of the services YSS delivers, or if you want to get involved but you're not sure how, email info@yss.org.uk or speak to us on 01905 730 780; we'd love to hear from you.



yss.org.uk



info@yss.org.uk



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