

Charity registration number 1163589

YOUNG HARROW FOUNDATION
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

YOUNG HARROW FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Steven Williams (Vice
Chair)
Cong (John) Wang
Clare Harrington (HR -
Chair)
Sanjay Chandarana
Shumaila Dar (Appointed 14 June 2022)
Joanna Mourant (Appointed 25 October
2021)
Samy Benaferi (Appointed 25 October
2021)

Charity number

1163589

Registered office

27 High Street
Harrow
Middlesex
HA1 3HT

Auditor

Critchleys Audit LLP
Beaver House
23-38 Hythe Bridge Street
Oxford
OX1 2EP

Bankers

Metro Bank
1 - 2 St Ann's Shopping Centre
Harrow
HA1 1AS

YOUNG HARROW FOUNDATION

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YOUNG HARROW FOUNDATION

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Legal Structure

Young Harrow Foundation ("The Foundation") is a registered charity, number 1163589. It was registered with the Charities Commission in September 2015, constituted as a Charitable Incorporated Organisation (CIO).

Trustees

A Board of Trustees govern the Foundation. The following are the trustees who have served throughout the financial period under review:

Rowena (Chair) - stepped down in December 2021
Clare Harrington (HR) CHAIR – Became Chair in December 2021
Steven Williams (Vice Chair)
Cong (John) Wang (Treasurer)
Sanjay Chandarana
Sami Benefari – Became a trustee in October 2021
Jo Maurant – Became a trustee in October 2021
Vanessa Thomas – Stepped down as trustee in September 2021
Hamid Vaghefian – Stepped down as trustee in September 2021

Advisers

Paul Hewitt has advised the Board.

Staff

We had eleven staff in this period; a CEO, COO, Partnerships Manager, Fundraising Manager, Team Administrator, Grants Administrator, HAF Programme Grants Lead, Youth Voice co-ordinator, Digital Communications Co-ordinator and two Interns. Held contracts with 3 individuals to deliver on Fundraising, Help Harrow and Video Production.

Public Benefit

The trustees have complied with their duty to have due regard to the Charity Commission's Public Benefit Guidance (PB1 the Public Benefit Requirement, PB2 Public Benefit Running a Charity and PB3 Public Benefit Reporting) when exercising powers or duties to which the guidance is relevant.

Our Vision

Happier, healthier, safer children and young people with more opportunities to reach their full potential.

Our Mission

Better, sustainable, high quality support services for children and young people in Harrow.

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Our three key aims and main areas of work.

PARTNERSHIP

Develop more effective cross sector partnerships to deliver better services:

1. Proactively initiate and create new thematic models in finding solutions.
2. Developing the YHF website to be a one stop shop partnership and networking enabling tool for members, young people, families and professionals.
3. Actively address what Young People have told us in the YHF led Needs analysis 'HAY Harrow.'
4. Championing and empowering the voice of young people throughout the process.
5. Committing to brokering new relationships between member organisations.

FUNDRAISING

Increase funding for services to improve outcomes for children and young people through:

1. Securing commitments from funders to develop new funding opportunities and alternative ways of working with us.
2. Brokering and developing funder relationships.
3. Co-designing effective partnership models for small/medium charities and funders.
4. Providing one to one support for members to secure funds and increase confidence in bid writing. Diversify and developing income streams for our members.
5. Brokering and developing business relationships for the benefit of our members.

DEVELOPMENT

Support and develop stronger, more resilient and sustainable membership services through:

1. Regular interaction with members to identify their needs.
2. Building capacity in the areas of finance, quality marks, monitoring and evaluation.
3. Sharing resources through the development of a venue bank and other means.
4. Developing targeted training opportunities.
5. Bringing members together to share ideas, offer peer networking and leadership support.

Chair's Overview

The children and young people we all support in Harrow are amazing. During this second year of covid our mission at Young Harrow Foundation has been vital to ensure continued access to a range of high-quality support services, so that together we help young people to be happy, healthy, and safe with more opportunities to reach their potential.

The past year has been very challenging, we have thankfully moved beyond the initial crisis and uncertainty of the pandemic. We have reached a new phase with covid where the damage of the last few years becomes more evident in both social and economic terms.

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

YHF's members and the YHF team have been incredibly resilient and flexible to meet these challenges, due only to the dedication and care of the individuals involved. Member organisations are typically small teams, stepping in to support an enormous challenge and I would like to acknowledge the huge impact made. I also recognise that this new phase presents different challenges for YHF and our members, and we should all be mindful to ensure sustainability of the sector and the risk of burnout.

The YHF team continues to deliver great work to support and enable membership. Continuing the trend of the prior year, grant giving has been an increasing area. The team has also continued the strong partnership work of 3 successful HAF cycles. Additionally, YHF conducted its second direct survey of young people through the HAY (How Are You) Harrow. The results (discussed later in the report) further highlight the needs of young people locally.

Many of these achievements would not have been possible without the committed work of our key partners in the Harrow Council, Public Health, Education, the voluntary and local business sector. We are grateful for the ongoing support and partnership with Harrow School, who have generated funds to directly help children and young people locally and are continuing to contribute to our sustainability through the provision of new office space.

Considering this and the ongoing support of John Lyon's Charity and many others creates excitement to be part of an organisation that creates the space and momentum to bring the wider community together to make things happen. The challenges going forward will be to build upon and enhance services and programmes for our children and young people in a climate of uncertainty and scarcer capacity and resources. We have a resolute and talented staff team to support our members and new initiatives, led with brilliance by CEO Dan Burke, who have responded throughout this crisis while undoubtedly bearing their own personal challenges. Our committed and efficient Trustee Board have stepped up to the needed expanded governance including closer work with the staff team, and my thanks go to the staff, my colleagues, partners, volunteers, Change Champions for all their contributions over the year.

Governance

We have established a hybrid model offering face to face and digital attendance. The Board meets formally every quarter, with both the CEO and the Operations Manager in attendance. All meetings are serviced and recorded by the Team Administrator.

We have established a hybrid model offering face to face and digital attendance. The Board meets formally every quarter, with both CEO and the Operations manager in attendance. The Chair and CEO meet regularly to enable support and resilience. The Board has remained dedicated and supportive of our work and embraced the continued challenges of the covid recovery. They are to be thanked, as volunteers for their time and commitment.

Trustee Recruitment, Appointment and Training

A bi-annual skills audit is conducted by the Board alongside a yearly 1:1 with the chair to identify any missing skills or areas that a new trustee would add benefit to. Recruitment is carried out with Job

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Descriptions and advertised on a number of sites and on social media, alongside existing Trustees and the Senior Staff Team having responsibilities for promoting. Once a potential Trustee has been identified they are invited for an interview with Chair and CEO and then to attend a Board Meeting as an observer, in the first instance. If all goes well (including references and DBS checks), they are then proposed, seconded and voted in at the following meeting. Once appointed new trustees have an induction process to make sure they are fully aware of their responsibilities as a Charity Trustee. All trustees are encouraged to complete Governance and Finance training and then also offered other training programs if their role has specific priority areas.

Trustee engagement has focused on the opportunity for enhanced learning through the sub-groups and resulted in greater understanding and scrutiny. We have also developed and adopted a new induction program for our Trustees to ensure they build on the skills they bring to YHF and truly understand the YHF mission and operations.

Our 4 monthly sub groups are as follows: **Grants** (reviewing process and policies on our grant making and also when needed join grant panels) **HR/People** (reviewing the staff and volunteer issues and opportunities), **Business Continuity** (Reviewing and updating our Risk Register), and **Finance** (reviewing our Management accounts and cash flow). All sub groups have a lead from the board who is responsible for the actions but all trustees are invited to take part in all subgroups for awareness, development and increased accountability. We also have tasks and finish sub groups as needed. Board development is an ongoing process. Training opportunities are shared with Trustees whenever they arise, and Trustees are encouraged to attend any staff wide training that occurs. Board Away Day's occur annually which allow the Board to be fully involved in strategy and forward planning for the year ahead. The new induction program includes an induction sheet, YHFs strategy, a session with a member of staff to go through the YHF google drive and shared folders they have access to and find all the papers for trustee meetings and sub groups on and an invitation to a team meeting to meet the team and share more about themselves.

Register of Interests

The Register of Trustees' interest is updated annually and remains a standing item at the beginning of each board meeting, where trustees must declare any conflicts of interest.

Measuring success; developing key performance indicators.

In this our seventh year of operation, it's vitally important that we are able to measure our success and map the progress we've made. The high level of activity is recognition of how much there is to do to achieve our strategic and operational outcomes. However, we must ensure that we are performing as effectively and efficiently as we can to ensure maximum impact with limited resources and capacity. Numbers alone do not give a clear picture of impact or success.

The Board discussed and agreed the indicators proposed as a way of reviewing, measuring and monitoring our success. They were included into the scorecard template/CEO update at each Board meeting. We also agreed that the scorecard would be annotated to highlight key achievements, risks and challenges facing our range of activity. The Board also discussed the use of case studies and storytelling as a visual method of evidencing and communicating our progress and impact internally and externally. This is also still work in progress. The Board has the following sub-groups:

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Grant Giving

Two trustees who were most experienced in grant giving left during this period, leaving a skills gap on the Board, to which we are currently recruiting. This support and expertise are more vital than ever, given our grant making has increased significantly. We have recently updated our Grant Making Policy with our updated processes and procedures.

Finance – this group meets monthly to review our management accounts & cash flow. They then work directly with the CEO to clarify any concerns and note of actions to be completed.

People – this group meets bimonthly and is our HR oversight and accountability group, designed to review all recruitment and staffing processes.

Business Continuity – this group meets bimonthly and is responsible for ensuring our Risk Register is accurate and a working document that helps the organisation, across all areas of our work remains updated and in line with best practice.

From time to time, we implement time limited Task and Finish groups that Trustees can choose to be part of as appropriate.

Policies' Review

We have an ongoing process for reviewing and updating our policies and we schedule in policies' review at specific Board meetings on our rolling calendar.

Organisational Changes

Our interim (one year time limited) Chair, Rowena Jaber, stood down in October 2021. Rowena brought a much-needed change in how the Trustee Board operated and worked independently to support the team and strategic direction of the organisation. Rowena was replaced by existing Trustee, Clare Harrington with less experience in the sector but well experienced in HR, strategy and governance with a strong passion to continue to take YHF forward. During this period, we also saw the departure of two valued trustees, Hamid Vaghefian and Vanessa Thomas, both experienced in Grant Giving working for national organisations. We have recently recruited Shumaila Dar in March 2022 who is local to Harrow and leads on Equality and Diversity within Harrow Council. A former YHF Change Champion is our first 'younger' Board member, Sami Benaferi, joined us and we look forward to his in-put and perspective. Jo Mourant, who works within the Sustainability sector also joined the board team.

YHF TEAM

The team slowly returned to pre-pandemic capacity following a challenging period of furlough and shielding. We are seeing the impact of the last 2 years on energy levels as so many organisations have who worked through the pandemic, seeing the impact of the Covid crisis on their beneficiaries.

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

During this period, we had members of staff leave the organisation, including our Youth Voice Co-ordinator and Intern. One of our interns became a full-time member of the team as YHF Projects Assistant. We suffered a significant loss in our Fundraiser post (offering support to members) and despite several attempts at recruiting to the post we were unsuccessful. This left a significant gap in services and support and stretched the time and input for the rest of the team, especially the CEO.

Future funding

We continue to rely heavily on John Lyon Charity, Paul Hamlyn Foundation and City Bridge Trust for the lion's share of our funding whilst actively seeking other relevant funding. YHF has however, increased its Grant Giving role and been commissioned to deliver a range of funding programmes, and secured an administration cost as a management fee to help cover staff time. Our job remains to ensure we deliver high quality and measurable outcomes for the long term and sustainable benefit of our members.

Our Activities in 2021/2022

Membership

YHF currently has two strands of membership: Members and Associate members.

Our members take priority in terms of fundraising and one to one support. Members are a range of small to medium not for profit organisations, delivering regular services directly to children and young people in Harrow with a turnover of less than £1 million.

The majority have a much smaller turnover and like all small to medium charities face challenges around capacity and funding.

Although Associate members are not afforded the same level of support, we work very closely with them. Associates vary from organisations with a larger turnover to those who support parents or only work on an ad-hoc basis with children and young people.

In this reporting period we had 130 members and 111 Associate members.

YHF is increasing its membership from schools with 28 involved and continues to work closely and effectively with a wide range of 48 Strategic Partners, 28 Trusts and Foundations, 19 local businesses and other YPF's.

YHF is determined to have an active and engaged membership. We continue to monitor this through our CRM system, informal conversation, network engagement opportunities and through our annual review visits.

YHF Annual Members Survey

We conducted our annual survey in March 2022 with 50 responses from YHF members (our main target) and 14 from associate members. An external consultant compiled the data and responses and carried out eleven follow up interviews.

The headline feedback to come out of this year's survey is that people like what Young Harrow Foundation is doing, and yet generally members are not feeling as supported as they were two years ago. There are a number of contextual factors that need to be considered in order to understand this.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

The principal factor is the impact of prolonged and greater strain on voluntary organisations as a result of the long-drawn out Covid epidemic. In 2020's survey many organisations indicated that they expected coming years to be more difficult because of expected tightening of the funding 'market' and many organisations have been operating at close to Covid "emergency" levels now for two years. The impact on the health and wellbeing of managers and frontline worker is increasingly being felt. It is usual in sector surveys that answers are conditioned by these kind of background factors. Young Harrow Foundation inevitably is on the receiving end of some of the prevalent frustration and difficulty. When people's needs are not met people need to know why and Young Harrow will seek to address this and to help manage future expectations.

Weighed against the more critical comments might be awareness of the numerous responses reflecting appreciation such as this:

"I think it's fair to say that we probably wouldn't be here if it wasn't for YHF and the programme grants they generate/facilitate ... Without YHF it would be hard to find enough funding to pay staff, and impossible to keep our clubs accessible and affordable for the local Children and Young People who need it most."

Summary of key areas for YHF consideration and action moving forward include:

1. Race & Equalities.
2. Review of post-Covid offer/ Prioritisation of engagement with YHF members and clarity of expectations around offer.
3. Support for smaller organisations.
4. Cooperation across the YPF Network.

YHF have continued to deliver our work across our key three key strategic areas:

1. **PARTNERSHIP:** Developing incentives for working together, creating solutions to key issues, addressing the needs analysis, and developing both the scope and use of the YHF website.

Hay Harrow - one of the main key achievements over this past year has been the follow up to our original Needs Analysis survey 'This is Harrow' through conducting the 'How Are You (HAY) Harrow' survey in collaboration between **Harrow Council, Public Health, Young Harrow Foundation and schools/colleges**. There was an overwhelming response from 6,052 young people from 25 schools and 2 FE Colleges. We held a webinar event mid-year with 131 delegates from schools, health, council and voluntary sector, all coming together to look at the initial results and to set the scene for a range of more in-depth workshops to look at the data and plan the course ahead.

<https://youngharrowfoundation.org/HAYHarrow>

The findings, directly from young people, have identified 7 key areas on which to focus our support and fundraising as follows: Mental and Emotional Well-being, Physical Activity, Safety (including exploitation, risky behaviour, harassment, bullying & gangs), Inequalities (with a particular focus on poverty) Young People's Futures (including employment and aspirations), Empowering youth voice and Covid recovery.

Alongside every funding programme rolled out we will support programmes that address at least one or more of these KEY areas. We have also been working with Harrow Council and Clinical Commissioning Group (CCG) to align all local commissioning funding opportunities and to be Influenced by the results of HAY Harrow.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Change Champions - as a group have been growing and changing. Our recruitment drive has brought in some of fresh faces who are keen to get involved and build on the wider work already achieved. We have also seen the older cohort move on as they delve into higher education and careers. We believe this has changed the structure of the Change Champions for the better, with younger members being closer to what's affecting their peers and opportunities for mentoring and with guidance from a peer as they begin projects and learn new skills for the first time. Over the past year, Change Champions have been getting involved in grant panels, visiting projects and planning the way forward, following the HAY Harrow Report.

WEBSITE - developing our website and supporting all members to have a free, active portal has been an ongoing focus throughout the year. At any time of searching there is a range of offers online, face to face and support resources of between 250 and 350 live programmes operating locally. One of our key aims, and clear member request, is to enable them to better connect with schools and to highlight their services amongst both teachers and young people. We are distributing 15,000 promotional cards across all secondary schools in the borough and at the same time working intensively to support our members to update portals and make them more appealing to those searching for opportunities and support. We are also now using and further developing the system to become a key referral system for Harrow Council and other key statutory services, including GP surgeries and Schools.

Social Media – as a result of being commissioned to deliver the HAF Programme we have been able to increase our communications and to develop not just our social media presence but more importantly that of our members as much of what we post is their work, interviews with them and children and young people, showcasing the magnificent work and range of opportunities for children and young people in Harrow. We have also acquired the services of a freelance film maker which has made everything look and feel more professional with a keen sense of 'branding' coming through using his expertise in editing and the use of short posts and film sessions.

2. **DEVELOPMENT:** improving systems, policies and process, impact models, communication, connections and training.

We continue to identify specialist training support and to work closely with Voluntary Action Harrow (VAH), referring our members who require a range of support from infrastructure/organisational issues to charitable status, policy development and safeguarding training. This year has seen a decrease in our capacity to focus on this area of work, which had been massively expanded during the crisis period with a series of regular webinars and support. This was, in part, due to our increase in grant giving and to not having filled our Fundraising post, meaning we had to divert time to offering one to one funding support.

3. **FUNDRAISING**

We have been developing our Grant giving and see this increasing significantly this coming year, this specifically allows us to understand the impact and benefits to children and young people. A key element of this is based on a new legal agreement with Harrow Council, meaning that YHF is now a legal co-commissioning partner. This gives us the opportunity to choose to deliver key commissioning

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

funds – as long as we feel our members would significantly benefit from us being involved in the commissioning.

Holiday Activity and Food (HAF) PROGRAMME – a total of 7,170 children and young people were supported across the 3 programmes in 2021 in Harrow. There was a split in age ranges of 6337 from primary and 833 from secondary schools (in part due to DfE age restrictions) including 579 with additional SEND support needs. This was achieved through 80 grants to 24 organisations (members and associate members) across all 3 programmes.

We have developed effective partnerships with new organisations who are keen to find ways to deliver as much as possible to local children and young people moving forward, finding new and creative ways to work together.

We have been both amazed and challenged at the scope and scale of this work but the outcomes and response from children and young people have made it completely worthwhile. Whilst his programme is number led by the DfE, in terms of reaching as many children and young people as possible in receipt of Free School Meals we have been able to match fund through Harrow school and DVS Foundation, to include those children not eligible but equally disadvantaged.

We have funded several private providers, well established in schools and reaching high numbers but equally have included a high number of our member organisations who have benefitted from this funding. If this had not been the case, we would have had to re-consider our role in being commissioned to deliver this on behalf of Harrow Council, as everything we do has to benefit our members.

Central North-West London (CNWL) NHS Foundation Trust

In early 2022, we were commissioned to lead on the Community Asset Programme, addressing Mental Health support for 16- to 25-year-olds, using a collective model of local support and referrals. We successfully funded 5 member organisations to a total of £69,000.

Following this success, we are currently rolling out a Mental Health and Wellbeing Programme designed to support children and young people aged 5-15 years old on the waiting lists for CAMHS.

Harrow Council Young Carers Community Campaign Programme – small grants for community-based organisations to help improve and widen the understanding of what a young carer is within specific communities, to identify young carers and signpost them to support as part of a wider programme. We funded 5 organisations a total of £10,000 for campaign work with BME, Somali, Romanian and Arabic communities.

John Lyon's Charity Small Grants Programme - this grant enabled us to deliver a Small Grant Programme to member organisations, with priority given to those who have *not previously* received funding through JLC. All applicants were required to have an annual turnover of less than £250,000 per annum and the majority awarded had an annual turnover of £100,000 and in several cases, much less. We awarded 12 organisations a total of £47,683.

Church of England 6 Crown Street Endowment Fund.

In early 2022 we developed a new funding collaboration with 6 Crown Street to support a wider roll out of their founding to local organisations. Their endowment fund focuses on temperance but they

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

are now seeking to offer support for drug and alcohol addictions and with our support, early prevention around engaging in 'life-limiting' activities and related negative impacts.

Headlines

YHF has unlocked a total of £1,241,705

This funding has benefitted both our members and associate members and was made possible through 22 funding programmes to 65 different organisations.

Grants distributed in total was £1,143,095 with 1:1 Fundraising support securing £98,610.

Unfortunately, there were no partnership funding opportunities during this period.

We would like to extend a special thanks to our funders.

- John Lyon's Charity
- City Bridge Trust
- Paul Hamlyn Foundation
- Harrow School
- Harrow Council
- Department for Education
- DVS Foundation

Working with Harrow Council

We continue to develop a strong working relationship with Harrow Council, and Public Health Harrow, working strategically to develop new ways of pulling and sharing resources for the benefit of all children and young people in Harrow.

Working with Harrow School

The relationship with Harrow School has slowly developed over time and increased since YHF was set up in April 2016. It has become a vital partnership over the past year, with the school raising additional funds to support children and young people through the pandemic and working together to create opportunities for recovery and to build back better. Our members can clearly see how their fundraising efforts benefit them directly and in particular the young people they work with, as Harrow School is made more aware of the variety and range of organisations working with children and young people.

Representing the sector on strategic boards and networks

A key part of our role has been to influence decision making and bringing the sector's voice to both existing key networks locally and to London wide and Council committees.

Our CEO was included on interview panel for both CEO and Corporate Director of Harrow Council and our partnership with the NHS has increased significantly. We are currently working with 28 schools and over 200 members and finding ways to develop connections between both.

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

This has involved our CEO sitting on boards including; Child Poverty, Health, Youth Offending, Safer Harrow. We also work alongside Partnership for Young Londoners and London Funders to influence where possible the benefit of supporting local charities.

Working with other Young People Foundations and John Lyon's Charity

We work closely as part of the growing movement of Young People Foundations, to share ideas and best practice and to learn from each other.

Looking Ahead

Having reviewed the results of this year's members evaluation we are going to increase both our one-to-one engagement and support offer with our members in 2022-23. We have mostly been focusing on raising funding for our members to access, with remarkable success, but may find it necessary to slightly reduce our work in this area to free time and resource to deliver a more member focused approach. This work will include more face-to-face events, training and development sessions and courses and 1:1 sessions with senior members of the YHF team.

We are also developing our relationship with both schools and NHS partnerships to be able to negotiate and create bridges for our members who have requested support in developing these opportunities.

We are also planning to develop our Change Champion model of working and to develop a more formal partnership approach with members delivering youth voice programmes and services that we can tap into and find funding to support. This will give a more diverse overview, right across the borough and ensure youth voice is centric to the work and programmes we deliver.

Financial Review

Results for the period

During the period ended 31 March 2022 the charity had total income of £1,139,401 and total expenditure of £1,208,928, resulting in a net deficit for the year of £69,527.

Our finances are robust and Balance Sheet is clean, 2021/22 was another record year for both income and expenditure. See Statement of Financial Activities on page 17.

Despite the unprecedented challenge our sector faced during the COVID-19 pandemic, our income sources remained robust and stable which enabled us to grow our financial support to our members.

YOUNG HARROW FOUNDATION

TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

Reserves

The Board of Trustees approved a Reserves Policy to hold a desired general reserve level of between 3 and 6 months core operating costs in its General Reserve Fund. This is largely to support the operations of the charity during any temporary reduction in grant income and also to enable a controlled rundown of provision if it became no longer feasible to continue the operations of the charity. The Charity's policy is to review its income streams and expenditure commitments on an annual basis, a prudent budget was approved for 2022/23 financial year.

Total funds held in General Reserves Fund at 31 March 2022 were £190,945, of which £22,853 were restricted. This exceeds the target level of 3 months core operating costs by approximately £90,945. Plans are now in place to reduce this excess reserve over the next 2 years.

Approved by the Board of Trustees on 20th September 2022 and signed on their behalf by



Clare Harrington
Chair

YOUNG HARROW FOUNDATION

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Foundation and of the incoming resources and application of resources of the Foundation for that year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the Foundation and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the Foundation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

YOUNG HARROW FOUNDATION

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF YOUNG HARROW FOUNDATION

Opinion

We have audited the financial statements of Young Harrow Foundation (the 'Foundation') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 March 2022 and of its incoming resources and application of resources, 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 Charities Act 2011.

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 Foundation 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

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Foundation's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the Trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

YOUNG HARROW FOUNDATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG HARROW FOUNDATION

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 Foundation'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 cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 auditor's 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.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the company through discussions with directors and other management, and from our knowledge and experience;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company.
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence where applicable; and
- identified laws and regulations were communicated within the audit team regularly and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their knowledge of actual, suspected and alleged fraud;
- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- investigated the rationale behind significant or unusual transactions.

YOUNG HARROW FOUNDATION

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF YOUNG HARROW FOUNDATION

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance;
- enquiring of management as to actual and potential litigation and claims;
- reviewing relevant correspondence.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Comparative Figures

The comparative figures for the financial year ended 31 March 2021 are unaudited.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees 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 charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Robert Kirtland (Senior Statutory Auditor)
for and on behalf of Critchleys Audit LLP

...18/10/2022...

Chartered Accountants
Statutory Auditor

Beaver House
23-38 Hythe Bridge Street
Oxford
OX1 2EP

Critchleys Audit LLP is eligible for appointment as auditor of the Foundation by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

YOUNG HARROW FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	160,539	944,079	1,104,618	128,796	323,597	452,393
Investments	4	33	-	33	206	-	206
Charitable income	5	34,750	-	34,750	-	34,260	34,260
Total income		195,322	944,079	1,139,401	129,002	357,857	486,859
Expenditure on:							
Raising funds		1,381	-	1,381	3,702	-	3,702
Charitable activities	6	255,710	951,837	1,207,547	150,078	342,857	492,935
Total expenditure		257,091	951,837	1,208,928	153,780	342,857	496,637
Net outgoing resources before transfers		(61,769)	(7,758)	(69,527)	(24,778)	15,000	(9,778)
Gross transfers between funds		(611)	611	-	-	-	-
Net expenditure for the year/ Net movement in funds		(62,380)	(7,147)	(69,527)	(24,778)	15,000	(9,778)
Fund balances at 1 April 2021		230,472	30,000	260,472	255,250	15,000	270,250
Fund balances at 31 March 2022		168,092	22,853	190,945	230,472	30,000	260,472

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

All income and expenditure derive from continuing activities.


YOUNG HARROW FOUNDATION

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Current assets					
Debtors	11	600		-	
Cash at bank and in hand		198,230		264,378	
		<u>198,830</u>		<u>264,378</u>	
Creditors: amounts falling due within one year	12	<u>(7,885)</u>		<u>(3,906)</u>	
Net current assets			<u>190,945</u>		<u>260,472</u>
Income funds					
Restricted funds	14		22,853		30,000
Unrestricted funds			<u>168,092</u>		<u>230,472</u>
			<u>190,945</u>		<u>260,472</u>

The financial statements were approved by the Trustees on29/09/2022



 Cong (John) Wang
 Treasurer

YOUNG HARROW FOUNDATION

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash absorbed by operations	17		(66,181)		(19,379)
Investing activities					
Investment income received		33		206	
Net cash generated from investing activities			33		206
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(66,148)		(19,173)
Cash and cash equivalents at beginning of year			264,378		283,551
Cash and cash equivalents at end of year			198,230		264,378

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

Young Harrow Foundation is a Charitable Incorporated Organisation (Charity no. 1163589) registered in England and Wales, established by Declaration of Trust dated 5 September 2015.

Young Harrow Foundation constitutes a public benefit entity as defined by FRS 102.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Foundation's Constitution, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities 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)" (effective 1 January 2019). The Foundation is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. 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 Foundation 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.

Restricted funds are subject to specific conditions by donors/grantors 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.

1.4 Income

Income is recognised when the Foundation 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.

Donations are accounted for as soon as their amount and receipt is certain. Donations include Gift Aid based on amounts recoverable at the accounting date.

Donated goods and services are included at the value to YHF where these can be quantified. No amounts are included in these financial statements for the services donated by volunteers or Trustees.

Grants are recognised as receivable when all conditions for receipt have been complied with. Where donor-imposed restrictions apply to the timing of the related expenditure as a precondition of its use, the grant is treated as deferred income until those restrictions are met.

1.5 Expenditure

Expenditure is accounted for on an accrual basis and classified under the following headings:

- Costs of raising funds - comprise the direct and indirect costs of generating income
- Charitable activities - comprise the direct and indirect costs of the activities undertaken to further the purposes of the charity.

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

Support costs are those functions that assist the work of the charitable company but do not directly undertake fundraising or charitable activities. Support costs include general overheads and governance costs (those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements) and are allocated on the basis of staff time devoted to each activity.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand and deposits held at call with banks.

1.7 Financial instruments

The Foundation 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 Foundation's balance sheet when the Foundation 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.

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.

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.

1.8 Taxation

Young Harrow Foundation is a registered Charity and is not subject to corporation tax on its current activities. The Charity is not registered for VAT.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

In the application of the Foundation's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022 £	2022 £	2022 £	2021 £	2021 £	2021 £
Donations and gifts	9,120	8,700	17,820	8,796	4,698	13,494
Grants for charitable activities	136,419	935,379	1,071,798	120,000	318,899	438,899
Donated goods and services	15,000	-	15,000	-	-	-
	<u>160,539</u>	<u>944,079</u>	<u>1,104,618</u>	<u>128,796</u>	<u>323,597</u>	<u>452,393</u>
Donations and gifts						
Rainbow Fostering	-	-	-	-	4,698	4,698
LG Accountants Gala Events	-	-	-	472	-	472
Specsavers	-	4,500	4,500	-	-	-
Hyde Housing	-	2,500	2,500	-	-	-
John Lyons School	2,435	-	2,435	-	-	-
John Kirkland	1,000	-	1,000	-	-	-
Other donations & gift aid	5,685	1,700	7,385	8,324	-	8,324
	<u>9,120</u>	<u>8,700</u>	<u>17,820</u>	<u>8,796</u>	<u>4,698</u>	<u>13,494</u>

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

3 Donations and legacies

(Continued)

Grants receivable for core activities

John Lyon's Charity	-	58,400	58,400	120,000	7,600	127,600
Young People's Foundation	-	-	-	-	1,000	1,000
Jack Petchey Foundation	-	-	-	-	750	750
Mayor of London Stronger Communities Funding	-	-	-	-	9,838	9,838
City Bridge Trust	-	41,250	41,250	-	98,351	98,351
Paul Hamlyn Foundation	-	30,000	30,000	-	50,000	50,000
Harrow School	-	3,000	3,000	-	120,122	120,122
Big Lottery	-	-	-	-	9,800	9,800
Harrow Council	135,412	801,446	936,858	-	20,438	20,438
London Sport	-	-	-	-	1,000	1,000
Premier Education/RZ Sports Ltd	-	1,283	1,283	-	-	-
COVID Government Grant	1,007	-	1,007	-	-	-
	<u>136,419</u>	<u>935,379</u>	<u>1,071,798</u>	<u>120,000</u>	<u>318,899</u>	<u>438,899</u>

4 Investments

Unrestricted funds	Unrestricted funds
2022	2021
£	£
Interest receivable	33
	<u>206</u>

5 Charitable income

Unrestricted funds	Restricted funds
2022	2021
£	£
YPF website	21,400
Help Harrow Website	13,350
Webinars	-
	<u>400</u>
	<u>34,750</u>
	<u>34,260</u>

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2022

6 Charitable activities

	2022 £	2021 £
Staff costs	204,791	148,772
Fundraising support to members (professional fundraising consultant)	-	27,165
Small grants to organisations	63,883	68,202
Other grant giving activities (inc. Build Back Better, HAF grants)	811,504	166,565
Support members to build capacity (YPF website development, Help Harrow website etc)	36,996	53,309
	<u>1,117,174</u>	<u>464,013</u>
Share of support costs (see note 8)	85,855	28,442
Share of governance costs (see note 8)	4,518	480
	<u>1,207,547</u>	<u>492,935</u>
Analysis by fund		
Unrestricted funds	255,710	150,078
Restricted funds	951,837	342,857
	<u>1,207,547</u>	<u>492,935</u>

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

7 Grants payable

	2022 £	2021 £
Grants to institutions:		
My Yard Angel Hands Foundation	27,646	20,368
Harrow Carers	25,683	12,289
Sweet Science	-	11,797
The Wish Centre Ltd	15,000	11,750
Watford FC Community Sports Edu Trust	16,345	11,648
Kids Can Achieve	19,098	11,000
Ignite Trust	-	10,000
Afghan Association of London (Harrow)	5,380	9,550
Fulfil Your Potential CIC	-	8,800
MAGNA Group Enterprises	312,017	8,800
Mosaic	-	8,000
Khulisa	-	8,000
The Pantry	53,276	-
Primary Sporting Development	40,170	-
Fit For Sport Ltd	31,645	-
Steps to Success Academy	30,827	-
Film Skool Deluxe	27,322	-
London's Community Kitchen	24,490	-
Eden Academy	23,904	-
SKIPZ Productions CIC	22,999	-
Active Sporting Communities CIC	22,213	-
St Albans Church	19,768	-
Arts for Life	15,000	-
MIND	14,000	-
Home Group	12,030	-
Coffee Afrik CIC	10,000	-
Tamil Association	9,349	-
Alridha Foundation	7,500	-
Harrow School	7,180	-
Flash	5,899	-
HASVO	5,880	-
Other organisations	70,766	102,765
Total	875,387	234,767

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

8 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Office rent	18,468	-	18,468	16,008	-	16,008
Office supplies/ equipment/telephone/IT	26,927	-	26,927	7,620	-	7,620
Subscriptions/Insurance	1,908	-	1,908	3,550	-	3,550
Travel/training/volunteer expenses	246	-	246	291	-	291
Professional fees	1,381	-	1,381	1,575	-	1,575
Accountancy/payroll fees	37,025	-	37,025	-	-	-
Other	1,281	-	1,281	-	-	-
Audit fees	-	4,518	4,518	-	-	-
Independent examination fees	-	-	-	-	480	480
	<u>87,236</u>	<u>4,518</u>	<u>91,754</u>	<u>29,044</u>	<u>480</u>	<u>29,524</u>
Analysed between						
Fundraising	1,381	-	1,381	602	-	602
Charitable activities	85,855	4,518	90,373	28,442	480	28,922
	<u>87,236</u>	<u>4,518</u>	<u>91,754</u>	<u>29,044</u>	<u>480</u>	<u>29,524</u>

9 Trustees

No Trustees received remuneration from the Charity in the year (2021: Nil). No Trustees received expense reimbursement from the Charity (2021: None).

Two Trustees (Sanjay Chandarana and Steve Williams) hold positions at local youth organisations that are members of Young Harrow Foundation. They have no influence in grant making decisions at Young Harrow Foundation.

10 Employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
<u>9</u>	<u>8</u>

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

10 Employees (Continued)

Employment costs	2022 £	2021 £
Wages and salaries	183,178	135,644
Social security costs	10,490	6,124
Other pension costs	7,727	8,229
Other staff expenses	3,396	1,875
	<u>204,791</u>	<u>151,872</u>

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

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity. The key management personnel of Young Harrow Foundation are the Trustees and the Chief Executive Officer. Total remuneration paid to key management personnel in the year amounted to £64,238 including employer's NIC (2021: £57,248).

11 Debtors

Amounts falling due within one year:	2022 £	2021 £
Other debtors	<u>600</u>	<u>-</u>

12 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	-	3,426
Other creditors	17	-
Accruals and deferred income	7,868	480
	<u>7,885</u>	<u>3,906</u>

13 Deferred income

	2022 £	2021 £
Other deferred income	<u>3,350</u>	<u>-</u>

Deferred income is included in the financial statements as follows:

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

13 Deferred income

(Continued)

	2022 £	2021 £
Deferred income is included within:		
Current liabilities	3,350	-
	<u> </u>	<u> </u>
Movements in the year:		
Deferred income at 1 April 2021	-	-
Resources deferred in the year	3,350	-
	<u> </u>	<u> </u>
Deferred income at 31 March 2022	3,350	-
	<u> </u>	<u> </u>

Deferred income relates to grant income received during the year, which relates to the delivery of services after the year end.

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2020 £	Movement in funds		Balance at 1 April 2021 £	Movement in funds		Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2022 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £				
Rainbow Fostering	-	4,698	(4,698)	-	-	-	-	-	-	-
John Lyon's Charity	-	7,600	(7,600)	-	50,000	(47,683)	-	-	-	2,317
Young People's Foundations	-	1,000	(1,000)	-	-	-	-	-	-	-
Paul Hamlyn Foundation	-	50,000	(33,000)	17,000	30,000	(37,000)	-	-	-	10,000
Big Lottery	-	9,800	(9,800)	-	-	-	-	-	-	-
Jack Petchey Foundation	15,000	750	(15,750)	-	-	-	-	-	-	-
City Bridge Trust	-	98,351	(85,351)	13,000	41,250	(44,250)	-	-	-	10,000
Mayor of London Stronger Communities Fund	-	9,838	(9,838)	-	-	-	-	-	-	-
Harrow School	-	120,122	(120,122)	-	-	-	-	-	-	-
Harrow Council	-	20,438	(20,438)	-	802,729	(802,804)	611	-	-	536
London Sport	-	1,000	(1,000)	-	-	-	-	-	-	-
GLA	-	-	-	-	8,400	(8,400)	-	-	-	-
Other Restricted Funds	-	34,260	(34,260)	-	11,700	(11,700)	-	-	-	-
	15,000	357,857	(342,857)	30,000	944,079	(951,837)	611	-	-	22,853

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

14 Restricted funds

(Continued)

CNWL Grants- Mental Health Funding over 2 grant priority areas.

Grants 1: To improve young adult (16-25s) mental health and wellbeing through one or all of the following:

- Addressing inequalities
- Better identifying unmet need

- Improving equality of access to early intervention and wellbeing support Engagement and navigation of support

Grants 2: The impact we want to see from the pilots are one or more of the following for CYP aged 5-15:

- Reduction in referrals into core CAMHS teams.
- Additional support for those on core CAMHS teams waiting lists, potentially preventing children becoming more complex or presenting in crisis.
- Reduction in core CAMHS team's length of stay through additional support earlier than currently available.

HAF 21 and 22- YHF to contract manage the grants for the Holiday Activity and Food (HAF) programme with the aim being to support children to eat more healthily, be more active over the school holidays and have a greater knowledge of health and nutrition as well as be more engaged with school and other local services. This also included Grant management, M&E, reporting to DFE and delivering visits to all providers.

John Lyons Small Grants- Small Grants fund from John Lyons that are aimed to be accessible for organisations who do not receive regular John Lyons funding and prioritize organisations who have a turnover of less than £250,000.

Young Carers- Contract manage grants dedicated to Community awareness Campaigning with the aim of the project being:

- Review and improve access to young carer needs assessments.
- Improve and widen the reach of identification of young carers.
- Improve referral pathways.
- Review and improve access to information and support services available.

Core Restricted- Funding from City Bridge Trust, Paul Hamlyn Foundation and The Greater London Authority all restricted to funding staff posts, on costs and the Core team.

YOUNG HARROW FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

15 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Current assets/(liabilities)	168,092	22,853	190,945	230,472	30,000	260,472
	<u>168,092</u>	<u>22,853</u>	<u>190,945</u>	<u>230,472</u>	<u>30,000</u>	<u>260,472</u>

16 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

17 Cash generated from operations

	2022 £	2021 £
Deficit for the year	(69,527)	(9,778)
Adjustments for:		
Investment income recognised in statement of financial activities	(33)	(206)
Movements in working capital:		
(Increase)/decrease in debtors	(600)	4,238
Increase/(decrease) in creditors	629	(13,633)
Increase in deferred income	3,350	-
Cash absorbed by operations	<u>(66,181)</u>	<u>(19,379)</u>

18 Analysis of changes in net funds

The Foundation had no debt during the year.