

2023  
2024



# ANNUAL REPORT

# Contents

2	Message from CEO	34	Structure, Governance & Management
4	Trustees Report	40	Monitoring & Evaluation
5	Message from the taskforce	42	Public Benefit
6	Who we are	43	Sustainability Update
8	Charitable objectives	44	EDI Statement
9	Making a difference/Insights/Feedback	46	Financial Review
10	Accumulative referrals by primary reason	48	Reserves & Investments
12	Bringing our strategy to life	49	Pension Statement, Principle Risk & Uncertainties/Going Concern
14	Ambition one - Progress 2023/4	50	Statement of Trustee Responsibilities
18	Ambition two - progress 2023/4	51	Disclosure of Information to Auditors
22	Ambition three - progress 2023/4	52	Independent Auditors Report
26	Goals for the next 12 months	56	Financial Reports
28	Getting the infrastructure right to deliver our strategy		

## MESSAGE FROM THE CEO

By listening to children, young people and their families we understand how increasing challenges, such as cost of living, anxiety, bullying and social media affect mental health.

This year, in the face of unprecedented demand, IW Youth Trust has taken a different approach to increase the support we provide by introducing innovative new services that build on existing youth mental health provision for children and young people aged 5-25.

Mental health cannot be looked at in isolation. 'One size does not fit all'. Our aim to deliver services capable of responding to each person's individual needs and circumstances. As a result, we have now developed and embedded a Youth Information, Advice and Counselling (YIACS) model, expanding support for young people aged 11-25.

YIACS retains a core youth mental health offer and increases opportunities for early help, particularly at times of transition; if a young person is experiencing homelessness or insecure housing, or is not in employment, education or training, their mental health may be challenged too.

For all ages, alongside our one-to-one therapeutic offer we have expanded to now deliver small group therapy activities. EMDR and art therapy are new skills we can utilise to find the right approach for each person.

'The Hub', nextdoor to our main HQ, is now a one-stop shop offering a mix of appointments and drop-in opportunities. This addresses a range of practical challenges, through housing, employment, and general advice and empowers young people to focus on their future. Its success is down to collaborative, creative partnerships with other agencies; including DWP (Department for Work and Pensions), IW Council and the Careers Service.

Like other charities and voluntary organisations, we are also seeing an increasing demand for services from children, young people and families who are diagnosed with, or awaiting diagnosis, of autism. In this report, you will see our response.

Our Youth Mental Health Taskforce and service evaluation comments increase young people's influence within the charity; engaging more young people in conversations about mental health services and creating opportunities for them to have a say in other things that impact their mental health. We are proud of our collaboration with the IW Youth Council to host a youth conference in March 2024, that resulted in a 6 point plan of change priorities to take to policy makers, funders and commissioners.

To further increase our impact and reach, this year we started to work more within local communities, in collaboration with other services. Working together, we can build young people's resilience to better manage future challenges.

Our funders have endorsed and supported this transformation. However, increased demand costs money and whilst we have sought to broaden our income base, we will need the ongoing commitment of our current and potential funders over a period of years to maintain and grow further what we do.

I also want to recognise the vital contribution made by our skilled, experienced and talented staff and volunteers, who have so much commitment to the children and young people we serve to build resilience and hope for the future.

Collectively, we have achieved so much during 2023-2024 and I am proud of the impact it is having so far. We need to ensure that we continue our transformation in order to change the odds for as many children and young people as possible.



Jo Dare BEM Isle of Wight  
Youth Trust CEO



“

*We cannot deliver transformation alone.*

”

# TRUSTEES REPORT

I was appointed as the Chair of the Isle of Wight Youth Trust in July 2023 and was privileged to join the charity at a time of positive development and growth. As with many Island and national youth and mental health organisations, there are many challenges; reduced budgets, increasing demand, and the main focus this year has been to actively find new ways of working whilst retaining the core aim of the Youth Trust which is to support and empower children and young people on the Island.

To support this process, a recruitment campaign was launched to help broaden Board Trustee experience for maximum impact and influence and to ensure that the key skills and knowledge required for oversight were in place. We now have in place a Board that has experience in a range of areas including clinical services, HR, finance, communications and marketing, and strategy.

*“the main focus this year has been to actively find new ways of working whilst retaining the core aim of the Youth Trust”*

I am looking forward to supporting the continued growth of the Youth Trust and embedding the existing work along with new services to ensure that we continue be there when our young people need us most.

The staff and volunteers at the Youth Trust have worked incredibly hard to design and implement new and creative ways of delivering services and we are already seeing the impact this is having on children & young people and their families.

*Kay Boycott  
Chair of Trustees*



# MESSAGE FROM THE TASKFORCE

*“The Youth Trust Taskforce has a positive impact on the lives of so many in such a wide variety of ways”*

Having been the newly appointed chair of the Youth Trust Taskforce for the past three months, it has been great to see the enthusiasm from all individuals within the Taskforce, both those with many years commitment as well as those we have welcomed more recently.

The Youth Trust Taskforce has positive impact on the lives of so many in such a wide variety of ways, through the common objective of individuals using their voices to help other young people living on the island and beyond. Not only this but being a member of the Taskforce builds on skills on a personal level for all those involved, and this is the reason why many taskforce members (including myself) are extremely grateful for the opportunity to be part of this collaborative group.

The Taskforce is currently looking for young people to join our team! Anyone aged between 11 – 24 years old is welcome to join the Taskforce, so if this interests you, please do get in touch!

*Charlotte Andrews  
Chair of the Youth Taskforce*



## WHO WE ARE



*For 40 years the Isle of Wight Youth Trust has delivered free, professional, and confidential counselling, and psychotherapy services to children and young people aged 5-25, on the Isle of Wight.*



At the heart of our charity is our commitment to listen to the voices of the children and young people we serve to ensure their needs are met, improvements are made and gaps in services highlighted, and filled.

In a post-Covid reality of rising demand, in 2022, a new, ambitious strategy was co-produced, developed and launched. Called 'Changing the Odds' it aspired to create a paradigm shift that builds on the strengths of children and young people through early-help wellbeing activity, to develop resilience and reduce the need for more intensive, complex interventions. However, it retained the commitment to the charity's foundations of being there to offer therapeutic support for children and young people, when they need it.

This report reflects our progress to meet our strategy ambitions throughout 2023-24.



# CHARITABLE OBJECTIVES

In setting the charity's objectives and planning activities, the trustees have considered the Charity Commission's guidance on public benefit. The objectives of the charity are to advance the education and training of young people on the Isle of Wight through the relief of poverty, distress, and sickness.

OUR VISION

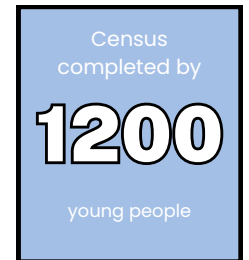
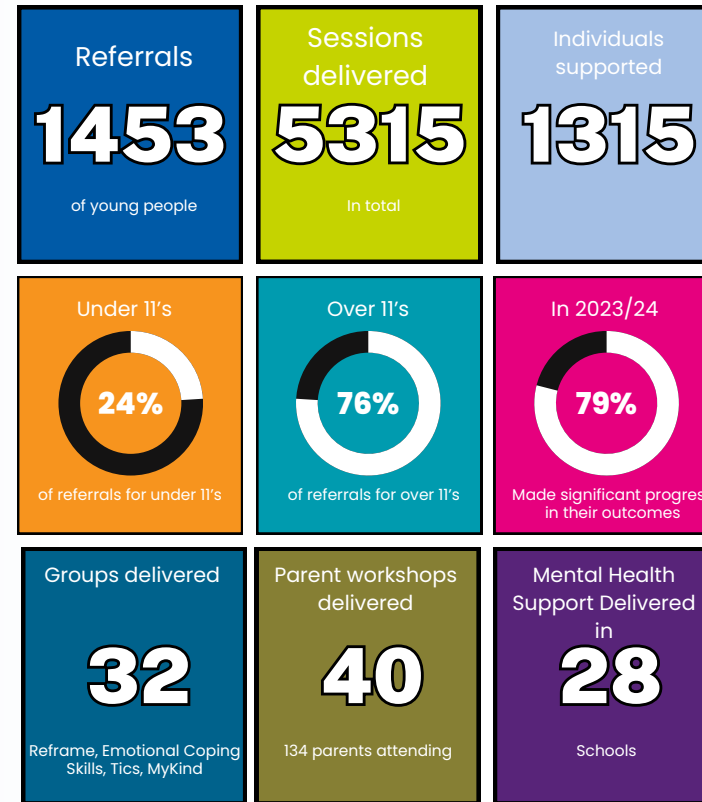
*We want an Island where children and young people's mental health needs are well recognised and supported.*



## VALUES



# MAKING A DIFFERENCE

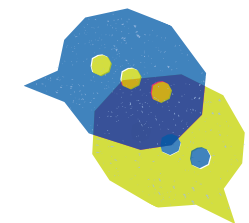


"It has helped me when my sadness and thoughts are irrational and how to cope with them. I now have a positive outlook on everYouth Trusting."

"I felt very safe when being here and always listened to."

"I can believe in myself more than a couple of months ago."

"It has definitely made me listen to my child more & hear what she's expressing not what I want to hear" (parent workshop attendee)

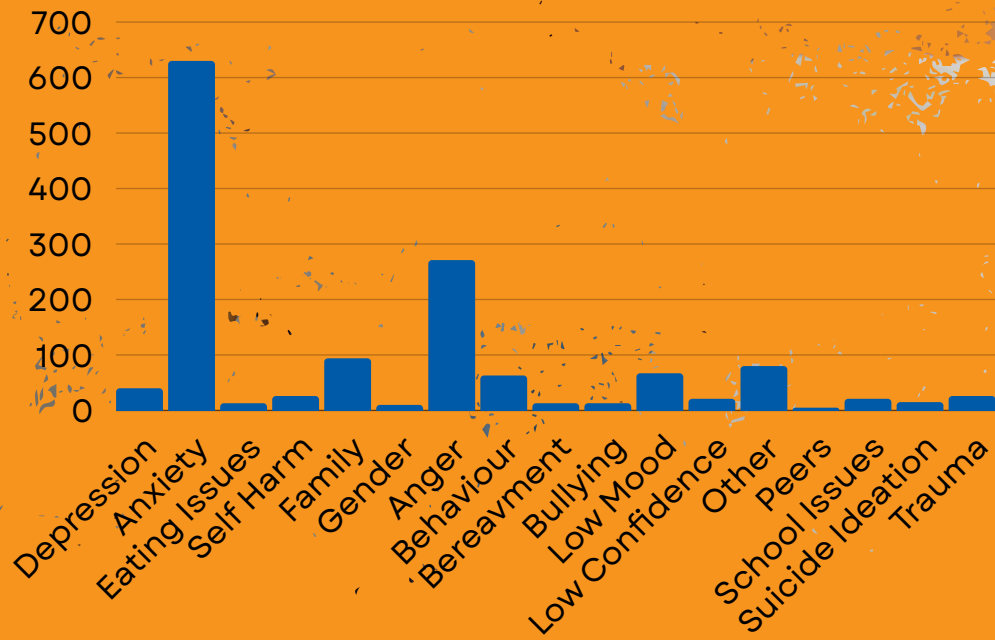


## INSIGHTS

## FEEDBACK

The overarching outcome that the Youth Trust seeks to achieve, is to improve the mental health and wellbeing of children and young people. In 2023/24, 79% of young people made significant progress in their outcomes and Youth Trust achieved client satisfaction rating of 87% (counselling) scoring 8 or more (out of 10).

## ACCUMULATIVE NUMBER OF REFFERALS BY PRIMARY REASON



# BRINGING OUR STRATEGY TO LIFE

## ACTIVITIES IN 2023-2024

The IW has the third highest mental health hospital admissions for under 18's in England. IW Youth Trust is playing a leading role in service transformation to meet the needs of children & young people and reduce admissions, particularly those most vulnerable to crisis including children & young people who are LGBTQAI+, neurodivergent, those on the edge of crime, those with care experience/care leavers, etc.

Our proposals for transformation have come about through our commitment to ensuring young people can influence how services are designed and delivered. In the 2023 youth mental health census, 30% stated they had deliberately hurt themselves, 1:3 have considered suicide and 1:10 have tried to take their own lives – all evidence of crisis which needs to be prevented, or addressed sooner.

2023/24 has therefore focused on embedding a YIACS (Youth Information, Advice and Counselling Service) approach to provide holistic, person-centred and trauma informed therapeutic and practical support through crisis, and beyond, to recovery - whether the support required is therapeutic, or practical.





## AMBITION ONE

### AMBITION 1

# Our goal:

More children and young people have a say in the things that matter to them, and help shape the services they need

*The focus during this has been to develop plans to extend our youth voice further and enable increased participation, supported by a Youth Engagement Officer.*

### Feedback



The Taskforce has given me the opportunity to engage in events I would never have done otherwise. Most importantly it has enabled me to have a voice surrounding youth mental health on the island and interact with other services as well as the youth trust to help shape the experience of other young people, and I can't wait to lead these important conversations going forward.

-By Charlotte

Youth Trust has shaped my life for the better and I thoroughly encourage anyone who has a strong interest in helping the community to get involved; it truly is worth it.

-By DW

# AIMS & PROGRESS (AMBITION ONE)

## KEY AIMS

**Engaging more young people in conversations about youth mental health services on the Isle of Wight**

## PROGRESS

The Taskforce have engaged with IW Council, local NHS, and others, as a trusted source to seek the views of young people.

The bi-annual youth mental health census was completed by 1,223 young people, aged 11 to 25, in 2023. This year, due to funding, it became a digital survey model which reduced numbers, but it was still a good, representative sample of the Island's youth population.

**Increase influence within the Youth Trust**

Young people are becoming more engaged in leadership and decision making, helping to guide the direction of the Youth Trust, through the development of the Youth Mental Health Taskforce.

The Taskforce has 36 active members who have developed, and delivered their own project, 'The Travelling Safe Space'; a series of social events and activities, held across the Island, to grow their skills and improve inclusion.

The CEO attends meetings quarterly to listen to concerns, and engage members to inform us of their views for service developments, website changes, etc. If invited, the CEO attends more regularly. The Chair of the Board has also attended.

Taskforce members attend Board and Strategy meetings to speak to trustees, at least twice a year, and have become involved in some staff recruitment.

Youth volunteers support group work delivery.

## KEY AIMS

**Create opportunities for young people to have a say in other things that impact their mental health, including money, employment, housing and climate change**

## PROGRESS

A successful bid to the Youth Social Action Fund (BBC Children in Need/Blagrove) provided resources to achieve 'The Travelling Safe Space' project and the Youth Conference.

The Youth Conference held in March 2024, was attended by 35+ young people. A co-produced collaboration between the IW Youth Council and Youth Trust, it aimed to get youth voice heard on the topics that mattered most to them, with the opportunity at the end of the day to pose their questions to a panel of professionals. This led to a 'six-point-plan' compiled from the thoughts of those who attended. Another event is planned for Autumn 2024.

The number of therapeutic and wellbeing groups has increased to provide an alternative to waiting for 1:1 counselling support, including a Tics & Tourette's group, Emotional Coping Skills and Junior Inspire groups as well as continuation of 'ReFrame', an 8 week workshop delivered in collaboration with Isorropia Foundation, to support young people needing support in confidence and self-esteem building as they transition into adulthood.

Travelling Safe Space project activities, designed by young people, to make connections with others have included tree climbing, sailing activities, beach cleaning, end-of-term social evenings, and cultural events including Filipino and Hungarian evenings, as well as attending other community projects such as at Newport Minster getting the building ready to be used again after renovations, volunteering at a Foodbank and getting involved in the IW Biosphere Festival.

## AMBITION TWO

### AMBITION 2

## Our goal:

Getting the right information and help earlier, when it's needed

With little funding through the Integrated Care Board (ICB) for prevention and early help activity, it has been vital to secure additional grant funding and establish local collaborations with other agencies to make this happen.

This vision commenced with support from The National Lottery to enable this new, local approach to be realised, and was boosted, in February 2024, from Department of Health and Social Care (DHSC) funding for Early Intervention Hubs. IW Youth Trust was one of only 24 successful awards across England to develop pilots to evidence the positive outcomes that could be achieved. However, this is only for 12 months, at this stage.

This funding has allowed work to reduce the length of time children and young people must wait for direct contact with the Youth Trust. All children and young people are first screened through the triage process and, where appropriate, are contacted first by the Wellbeing team.

These guided conversations have led to clients no longer needing to wait for a full therapeutic assessment, and resources shared to families have led to children going to school when they had previously been refusing to go, calmer communication at home and trying out recommended local groups to follow up interests and hobbies or support needed.

### CASE STUDY



A 17 year old was referred for Housing Support. Home life was emotionally abusive, and Mum was struggling with alcoholism. The client was struggling with living in a loud and chaotic environment. They enjoyed education and had aspirations to go to university.

The Youth Trust Housing Support Worker worked with the University in order to secure year round and safe accommodation for the future and attendance at University. The client felt that things were in place and was feeling positive about starting University in September ready for a new start.



# AIMS & PROGRESS (AMBITION TWO)

## KEY AIMS

**Ensure young people are more informed about the support available**

## PROGRESS

Continued development of the website, social media and press releases are raising awareness. The website has an increasing number of self-help resources.

Newport and Carisbrooke Community Council funded a successful project to highlight '5 ways to Wellbeing' in 7 Newport schools. This led to wider distribution of 28 wellbeing boxes to all Primary Schools, funded by the Big Give.

**Get more people taking about mental health**

Child Wellbeing Practitioners (CWP's) have spent time visiting local community youth activity providers to support youth workers and get young people talking more about their mental health and wellbeing.

IW Youth Trust is one partner in the local, innovative MHST collaborative enabling CAMHS, Barnardo's and Youth Trust to deliver the Mental Health Support Team initiative (MHST). During 2023/24, MHST expanded its reach into more schools (now 28 in total) and aims to be in all IW schools by July 2025. The Youth Trust team now includes a part time autism specialist practitioner.

**Support parents and carers to develop the skills and confidence to support children and young people experiencing mental health problems**

Development of information and advice workshops on a range of wellbeing and mental health topics  
 Development of resources which can be accessed through our website  
 Launch a parent advice line  
 Develop training for and network of parent peer supporters

## KEY AIMS

**Increase access to support, earlier**

## PROGRESS

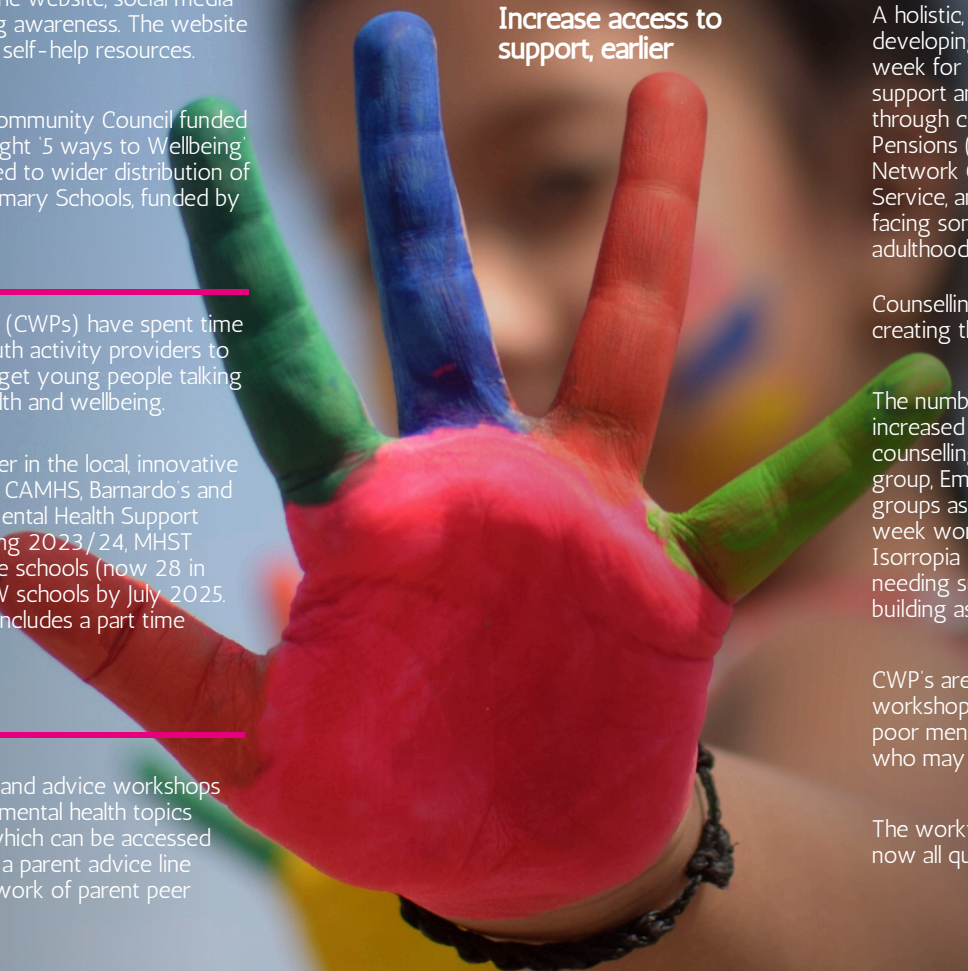
A holistic, accessible 'one stop shop' Youth Hub is developing, with drop in opportunities throughout the week for information, advice and guidance, CBT support and guided self-help. The offer is expanded through collaboration with Department for Work and Pensions (DWP) for employment advice, Sovereign Network Group (SNG) for housing advice, Careers Service, and local employers to address the challenges facing some young people as they move into adulthood.

Counselling has commenced in 2 secondary schools creating therapeutic delivery as community outreach.

The number of therapeutic and wellbeing groups has increased to provide an alternative to waiting for 1:1 counselling support, including a Tics & Tourette's group, Emotional Coping Skills and Junior Inspire groups as well as continuation of 'ReFrame', an 8 week workshop delivered in collaboration with Isorropia Foundation, to support young people needing support in confidence and self-esteem building as they transition into adulthood.

CWP's are attending youth providers to deliver workshops that build resilience and prevent escalating poor mental health. They also refer into services those who may need more proactive support.

The workforce has increased, including 6 trainees, now all qualified, and retained as full-time employees.



## AMBITION THREE

AMBITION 3

**Our goal:**  
Getting the right help quickly  
when things get more difficult

There are times when moving straight into therapy is delivering the right support, first time. For some children and young people, something happens in their lives, adverse childhood experiences, and early help wellbeing activity is not enough.

Once therapy has been completed, sometimes there are concerns from the therapist, or young person, that they are not quite ready to be independent of the support we can offer or perhaps their mental health has improved but their life chances have not, and practical support is still needed. The ability to benefit from a 'step up and step down' model may make the difference between needing more therapy at a future date, or not.

### CASE STUDY



13-year-old male referred to the Youth Trust for counselling by CAMHS for persistent low mood, suicidal ideation and anger management difficulties. The young person had also struggled with bullying and was beginning to engage in some anti-social behaviours.

He attended six sessions of counselling with a baseline score at first session of 32/40. Intervention was trauma informed, and person-centred with some systemic and creative interventions. After positive engagement with his counsellor each week, his final session showed a significant improved outcome score of 9/40.

Young person and parent reported a positive experience from having counselling sessions and alongside having social worker support there were signs of improved family relationships, too.

Client also reported improved peer relationships with his friends at school. On his final session he said it had been helpful to talk things through, especially about his feelings, as this was something he found difficult to do. He shared that he had a good experience of counselling and had noticed an improvement in how he now felt.

On feeling more positive he joined a local youth group and was excited about attending some planned activities and events there.

Onward support was offered by the Youth Trust Wellbeing Team to drop in for the weekly 'Snack & Chat' group.

# AIMS & PROGRESS (AMBITION THREE)

## KEY AIMS

**Getting the right support at the right time, first time:**

## PROGRESS

A Triage Lead is now part of our model to attend weekly triage meetings with CAMHS. MHST and CAMHS also attend our triage meetings to ensure the young person is supported into the right service, first time, enabling a seamless, supported handover between services if needs escalate.

We achieved additional funding from the Office of Police Crime Commissioners (OPCC) for children and young people who are particularly vulnerable due to trauma and Adverse Childhood Experiences (ACEs) including those with care experience, and those on the edge of crime.

Therapeutic staff have undertaken professional development to support vulnerable children and young people better, growing their skills and confidence in understanding the impact of adverse childhood experiences, neurodivergence and DICES clinical risk assessment and we have grown the therapy modalities we can draw on, including art therapy and EMDR.

**Getting support sooner**

Therapist and practitioner hours have increased by 30 hours a week to support more children and young people, due to an increase in Integrated Care Board (ICB) funding. We are concerned this can be maintained because this is non-recurrent.

The number of support calls, self-help resources, and practical advice has increased for children, young people and parents, whilst waiting for therapeutic support.

## KEY AIMS

**Developing 'step up and step down'**

## PROGRESS

A 'step up and step down' offer is developing led by Child Wellbeing Practitioners (CWP's) and the Youth Hub Wellbeing Team.



# GOALS FOR THE NEXT 12 MONTHS: 2024-2025

## Ambition One

Children and Young People have a say in the things that matter to them and help shape the services they need

Further review of participation good practice to continue to increase co-production in service design, development and delivery.

Extend how young people are involved in the monitoring and evaluation of their services to influence change where needed, ensuring clearer links between evaluation and service development with feedback to children and young people as a continuous improvement loop.

Increase campaigning activity to raise awareness of the concerns of young people and promote IW Youth Trust services. Use the 6 point plan as a foundation for future activity.

Continue to expand social media engagement, and opportunities for young people to attend events that increase the presence, and influence, of young people including the Travelling Safe Space project and supporting fundraising activities.

## Ambition Two

Getting the right information and help earlier if needed

Extend the reach of the Youth Trust, including through 'hub and spoke' delivery, extend counselling into 2 more schools, the development of community mental health ambassadors and peer support workers, talks to community groups and increased local media presence.

Develop parent peer supporters.

Further develop the website to promote easier access to information.

Secure funding to continue early help support.



Achieve BACP Accreditation for IW Youth Trust counselling services.

Expand longer-term support to our most vulnerable young Islanders through trauma informed interventions that address Adverse Childhood Experiences.

Create easy access back into support, if required.

Increase use of Peer Support Workers aligned to therapeutic delivery.

## Ambition Three

Getting the right help quickly when things get more difficult

# GETTING THE INFRASTRUCTURE RIGHT TO DELIVER OUR STRATEGY

## People

2023-2024 staffing has grown from 30 to 35, reflecting the changing model to manage demand and meet the needs of children and young people. We have also continued to support trainee counsellors and recruit another apprentice, in line with our 'grow your own' approach to training and developing staff where there are workforce shortages. In the last year we supported 6 practitioners to gain Postgraduate qualifications, and subsequently employed them full-time. Further to this, we supported our existing Counsellor and Service Team Lead to gain a PG Diploma in Clinical Supervision Skills, enabling us to provide in-house Clinical Supervision.

Similarly, recognising the importance of dedicated time to fully support the development and wellbeing of our people, the Operations & People Lead was enabled to start a CIPD qualification which is already showing benefits from the learning process. This has been supported by investment in increased hours for Operations administration.

Staffology HR system was introduced in April 2023 and continues to be developed so that all staff can manage their own records, and better management and reporting has been achieved.



## A 'Good Employer'

IW Youth Trust achieved Real Living Wage Employer accreditation through the Real Living Wage Foundation in 2023 and were accepted as signatories to the Mindful Employer Charter. Work has started on accreditation via Inclusive Island, and we continue to progress through the Disability Confident accreditation process.

Terms and conditions were reviewed in line with legislative change, and a wider pay review was performed. In March 2024, staff received a 4% cost of living increase to salaries aligned to affordability and the need to keep close to NHS Agenda for Change rates, if we are to recruit and retain outstanding staff.

We have continued to invest in the training and development of our staff, with improved access to CPD and a renewed approach to identifying training needs via a Training Needs Analysis.



# Wellbeing

Sickness rates remain below national average (average 2.64 days per employee per year compared to national average of 4.6 days per employee) (ONS data). Staff turnover is 12%, compared to the national figure of between 26%-35% (ONS data).

To monitor wellbeing, and increase engagement, in April 2023 a new annual staff survey was launched. This was analysed, with Trustees and senior management informed of the outcome, and has been repeated in April 2024. Key themes emerging were:

- Internal Communication: Development of an internal communications plan, and plan to introduce a staff intranet platform
- Collaborative working: Development of a staff forum to improve collaboration (and communication)
- Career progression: Review of learning and development options and availability.

A staff forum has been created, launching in May 2024, to further share leadership opportunities, concerns, and ideas for change to improve staff wellbeing and service effectiveness. Lunchtime social sessions are being introduced to encourage wider staff interaction and opportunity for time away from screens.

Focusing on teamwork and communications, all staff took part in the Insights Discovery profiles as part of our staff away day to learn more about our individual strengths and how we interact with each other.



# Estates

During 2023/24, significant work was undertaken to understand our current estates position and future needs, culminating in an Estates Strategy and Plan to ensure that IW Youth Trust continues to develop a 'Hub and Spoke' model of estates, to enable accessible services for children and young people that also aligns with developments in Education and Health.

Elements of the Hub are to:

- Maintain, and improve, an HQ Hub at 114 Pyle Street, Newport, for Operations staff, reception/services administration, some therapeutic activity
- Continue to rent (or in due course, purchase) retail space next door as a wellbeing 'Hub' from which to develop future activity in collaboration with DWP and other organisations.

The Spokes will evolve in two phases:

- Initially utilizing free, school or family hub locations in Ryde, Cowes and Sandown, once a week, before moving to phase two, in several years, with at least one 'branded', dedicated space once ideas for earned income are finalized, and earned income/therapeutic activity can be co-located where possible.

During these developments, community outreach through wellbeing activity will be maintained across the Island.

## I.T

In 2023-2024, IW Youth Trust invested in 10 new machines to support the IT renewal of a growing team of staff and volunteers. Penetration Testing was performed and successfully completed. We achieved the Cyber Essentials qualification, and renewed registration with the NHS Data Toolkit.

Staffology HR was launched in April 2023 as a replacement HR system, affording better reporting, and records management. Salesforce was refreshed and data cleansed to better support supporter networks and income generation. Work began to embed a staff intranet platform to aid internal communications. A lone-working app was relaunched, to ensure the safety of our team.



## Communications

IW Youth Trust continues to develop website structure and content supported by continued feedback from young people, staff and the wider public.

We are proud of our Marketing and Communications Apprentice who completed her apprenticeship during 2023/24 and secured a new opportunity to work in the marketing industry focusing on digital media. The recruitment of a new Marketing and Communications Coordinator has allowed us to review the charity's current needs and direction in terms of communications and marketing.

2023-2024 has seen an increase in awareness raising of the IW Youth Trust with regular press releases about the work we are doing, and income generation activities.

## PEOPLE

Embed the staff survey into an increasingly meaningful tool to improve culture and become an 'employer of choice' to increase retention.

Develop a workforce plan to manage skills shortages; encourage and enable young people into the workforce.

## ESTATES

Continue to develop a 'Hub and Spoke' model of estates to complement more accessible service delivery.

## I.T

Continue to refresh IT hardware to ensure efficiency and data security.

Develop use of AI where appropriate to support improved communications.

## COMMUNICATIONS

Increase awareness and reputation of the Youth Trust in local communities and to key stakeholders.

Further website development will be completed, social media platforms will be expanded and increased information, advice and self-help resources will be available.

## FINANCE

Stabilise and evolve the finance function in line with changing organisation requirements.

## INCOME GENERATION

Diversify income generation activity to increase unrestricted income, and manage risk.

# STRUCTURE, GOVERNANCE & MANAGEMENT

The charity is controlled by its governing document, the Memorandum and Articles. The charity is a company limited by guarantee, as defined by the Companies Act 2006 and has no share capital. In the event of a winding up the members (trustees) must contribute a sum up to £10.

## Trustees/Directors, Key Administrative Details:

Malcolm Marshall	Retired 12 July 2023
Kay Boycott	Appointed 12th July 2023
Pete Elliott	Appointed 12th July 2023
Michael Shepherd	Appointed 24th January 2024
Alison Plezsak	Appointed 13th July 2022
Helen Farrant	Appointed 13th July 2022
Mark Dix	Appointed 24th January 2024
Jonathan Read	Retired 18th July 2024
Ed Webb	Retired 31st March 2024
Michael Lilley	Retired 12th July 2023
Sarah Redrup	Appointed 24th January 2024
Tom Flower	Appointed 18th July 2024

## Chief Executive Officer:

Jo Dare, BEM

## Company Secretary:

Natascha Nelson	Resigned 1st August 2024
Joanne Dare	Appointed 1st August 2024

## Youth Trust Patrons:

Lord Michael Grade, Rob & Josie da Bank

<b>Charity Number:</b>	<b>Company Number:</b>	<b>Principle Address &amp; Registered Office:</b>
1087163	04149036	The Isle of Wight Youth Trust

## Bankers:

Barclays, 8 High Street, Ryde, IW.  
PO33 4PE

## Accountants:

Moore South, 9 St John's Place, Newport,  
Isle of Wight PO30 1LH

## Independent Auditors:

Morris Crocker, North  
Street, Havant. PO9 1QU

114 Pyle Street  
Newport  
Isle of Wight  
PO30 1XA

## Contact Details:

Tel: 01983 529 569  
Email: [info@iowyouthtrust.co.uk](mailto:info@iowyouthtrust.co.uk)  
Website: [www.iowyouthtrust.co.uk](http://www.iowyouthtrust.co.uk)

## Follow Us:

@IOYYouthTrust

isleofwightyouthtrust

isleofwightyouthtrust

IOYYouthTrust



# GOVERNANCE

After a robust, open recruitment process for a new Chair, in July 2023, Malcolm Marshall retired after 6 years of service and was succeeded by Kay Boycott. Staff and the Youth Taskforce were part of the selection and interview process.

Subsequent recruitment for new trustees took place in November 2023 and April 2024, after some trustees retired, and to ensure that the range of skills and experience were broad and include areas needed by IW Youth Trust.

Trustees have relevant experience with skills and experience in clinical practice, commerce, local government, HR, charities and business. Candidate trustees attend a formal interview with the Chair of Trustees, trustee and CEO, before being recommended to the Board of Trustees. Trustees are subject to a Disclosure and Barring Services (DBS) check, references, and confirmation of compliance with the Trustee Code of Conduct. Trustees receive a formal induction and training is provided.

Members of the Youth Mental Health Taskforce are invited to Board meetings at least twice a year, and take part in Strategy sessions, to share their concerns about gaps in Island mental health services, and co-produce opportunities for improvements and developments.

## Key areas of work for the board in 24/25

- Engaging the Board and senior leadership team to confirm a sense of purpose around the vision for the 'Changing the Odds' strategy.
- To start the development of the Youth Trust strategy from 2025.
- Extending further the youth participation in governance.
- Focus on People and Estates Strategies and Plans.

# GOVERNANCE STRUCTURE

Meeting	Regularity	Remit
Full Board Meeting	Quarterly	Risk register review to ensure effective internal controls and risk management systems are in place Financial management review, and budget sign off Annual report and accounts sign off Trustee appointments Youth voice update Policy review, and approval Strategy development and progress monitoring Annual reports - health & safety, environmental plans, EDI.
Finance, HR and Operations Subcommittee	Quarterly	Monitor the financial position of the charity to ensure long and short-term viability. Ensure financial management information has integrity, is balanced and transparent. Monitor budget setting and recommend budget to the Board Review financial strategy and risk Oversee an annual external audit, implement recommendations from the external auditor's report and make recommendations to the Board on the appointment/removal of auditors Oversight, and support, to develop approach for income strategies and plans, and monitor income generated to ensure sufficient and sustainable income, now and in the future People related oversight, including culture, conflict of interest, remuneration, EDI, workforce wellbeing and development Communications oversight.
Clinical and Services Subcommittee	Quarterly	Monitor that IW Youth Trust safeguards and meets the needs of children, young people, their parents/carers by delivering services which achieve the best impact and outcomes Review clinical risk.
Strategy Meetings	At least once a year	Oversight, and support for, strategy development and progress towards implementation.
AGM	Annually (October)	Publish statutory annual report and accounts Trustee rotation and reappointment Appointment of auditors

## MANAGEMENT

Trustees delegate the management functions of the charity to the CEO which empowers the CEO to delegate further to the Senior Leadership Team and other staff through a Scheme of Delegated Authority.

The CEO is supported by a Head of Services, managers and team leaders. Four whole team meetings take place in the year, part strategic and part information sharing. Each work area maintains regular team meetings to progress their activities.

During 2024/25, further work will be undertaken to achieve more distributive leadership throughout the Charity.

The charity has policies and procedures in place covering all aspects of operational and strategic functions of the organisation.

## RISK MANAGEMENT & QUALITY ASSURANCE

To address risk management and ensure Quality Assurance for governance and to enable Trustee oversight, staff evidence the following: Are we safe? Are we effective? Are we caring? Are we responsive? Are we well led?

During 2023/24, risk management and quality assurance activities were as follows:

### SAFE

- Continued, regular monitoring of an action plan developed because of an internal clinical audit undertaken in 2022 (CQC standard) to quality assure service delivery.
- Retention of qualified, experienced external Clinical Supervisors to provide regular, consistent clinical supervision for all clinical, counselling and wellbeing staff.
- Safeguarding training is undertaken on induction and then regularly by all clinical team members and Designated Safeguarding Lead (DSL) and Deputy Safeguarding Lead (DDSL).
- Maintenance and review of risk registers (staff and trustees) for both clinical services and organisation wide.
- In year, policies, procedures, and staff handbook are revised to an established cycle, or due to legislative change. As a result, a health and safety audit was carried out, the Business Continuity Plan reviewed and updated, the Critical Incident Policy & Emergency Alert protocol was reviewed, and lone-working safety app introduced.
- GDPR training is undertaken on induction and refreshed annually. This is supported by an Information Governance framework including policies and procedures, training and monitoring. We are Cyber Essentials accredited and use Nhs.net secure email for information transfer and are compliant with the requirements of NHS Information Governance Regulations and adhere to the NHS Record Management Code of Practice 2021.

### EFFECTIVE

- Clinical outcome questionnaires, including YP CORE, RCADS, CORS, Health and Wellbeing Wheel and the Outcomes Star have been used to evidence distance travelled on first and last session.
- Post evaluation satisfaction surveys have been completed by all children & young people to score and give feedback of the service they have received on final session. There is also a suggestion box in reception which is monitored.
- Audits have been carried out on case files and sampling for quality control of admin and case recording processes. A safeguarding tracker was kept for all MASH referrals sent in and follow up any actions.
- Staff had regular monthly supervision to ensure systems and processes are being followed.
- The newly established staff forum fed back ideas and suggestions to improve staff experience.

### CARING

- Feedback gained from children & young people in customer satisfaction rating scores recognised the caring nature of interactions with staff.
- Activities were maintained to support staff wellbeing, including allocated wellbeing days, access to a free online counselling and advice for personal support, medical and life insurance cover, generous annual leave entitlement, and sickness/compassion leave.

### RESPONSIVE

- Complaints, or concerns, were actioned and followed up in accordance with our complaints policy.
- Self-help resources and support calls were increased to all those waiting for support. For those attending in person, plans were developed to extend opening hours to Saturdays. The trial will start in August. Outside of office hours, the website increased self-help resources and opportunities to signpost to other services, as needed, including crisis support.

### WELL LED

- Experienced senior leadership met weekly to steer organisational development and monitor risk.
- A new Chair was recruited after the retirement of the previous incumbent. Governance continued to be kept under review with senior leaders held to account, with financial monitoring maintained. During 2023/24, the Charity's income increased to over £1m triggering an external audit for the first time. Strategy sessions were held to monitor progress towards achieving our strategic goals and start preparation for a new strategy in 2025.
- The staff survey, and staff forum, were used to engage with staff, understand and address concerns.
- The leadership team attended many strategic meetings and represented the Youth Trust to influence strategy, advance youth voice, and highlight gaps in service delivery to partners.

## MONITORING & EVALUATION

*We continue to increase the use of data to monitor and evaluate services and this will be further developed in 2024-25 through dedicated staff resource.*

*We use a variety of systems and tools to capture data, enabling us to provide quantitative and qualitative reports detailing outputs, outcomes and ultimately impact:*

- IAPTUS data/case management system – records all data from tools outlined below. Reports and tracks outcomes of all children & young people sessions including individual progress/future needs.
- Mood scale rating (user involved) – completed at assessment stage for risk management/prioritisation/additional support needs.
- Risk assessment (practitioner led) – completed at assessment stage to identify level of risk (harm to self/others) and complexity e.g. if requiring T3 intervention.
- Routine Outcome Measures (ROMS) questionnaires (user involved) – completed at session one, then every 6 sessions until closure. ROMS include CORS (Child Outcome Rating Score) YP CORE (Clinical Outcome Routine Evaluation) for counselling.
- Outcome Star – completed at baseline, mid-pint and on completion of service – different stars for different challenges but focus includes feelings/emotions, lifestyle, relationships, school, training and work, using time, addictive behavior, trust.
- Groupwork/workshop feedback (service user led) – first and last week of course. Psycho-education/skills sharing informing best practice and use of ROM where possible, to evidence distance travelled.
- Engagement Data – recorded weekly across the service. Impressions, clicks, and interactions across our digital platform including website and social media channels.
- Satisfaction survey (service user led) – on completion of service. Youth Trust service experience rating questions plus feedback.
- Case studies – on completion of service. Summary of service user presenting issue, intervention provided, evidence of outcomes achieved.
- A comment box in reception for anyone to add any feedback or ideas for improvement.

## REMUNERATION POLICY

IW Youth Trust is committed to ensuring that it pays people fairly and in a way which ensures it can attract and retain the right skills to have the greatest impact in delivering its charitable objectives.

As a charity which is limited by its resources, it is important that any money it wishes to make available for remuneration is utilised appropriately and effectively.

Youth Trust aspires, as a minimum, to pay the living wage to all its employees, subject to affordability and where possible, the charity will reference Voluntary Sector salary reports and NHS Agenda for Change.

The charity strives to be an equal opportunity employer. This means it aims to treat all staff equitably with regards to the terms and conditions of employment offered, including pay.

Youth Trust follows the five principles advocated by the Association of Chief Executives of Voluntary Organisations (ACEVO) in its Good Pay Guide publication for all its employees. These are:

1. Transparency - being open about how pay is set
2. Proportionality - being fair and consistent
3. Performance - ensuring salaries reflect the size and available resources of Youth Trust, take account of comparable, local pay and individual performance achievement
4. Recruitment and Retention - keeping valued staff within the organisation
5. Process - ensuring that the principles of Good Pay are supported by appropriate procedures.

Trustees do not receive payment, just reimbursement of out-of-pocket expenses in line with Charity Commission guidelines.

Responsibility for monitoring IW Youth Trust's remuneration policy and procedure rests with the Finance, HR and Operations Subcommittee, which meets 4 times per year, advised by the CEO/Operation and People Lead. The Committee comprises at least three Youth Trust Trustees. The CEO attends all meetings and Senior Leadership Team members as required. The CEO and Senior Leadership Team will leave the meeting when their remuneration packages are discussed. Decisions by the Finance, HR and Operations Subcommittee require ratification by the full Board. Meetings are minutes, taking account of data protection law.

The Finance, HR and Operations subcommittee recommends to the Board the pay, benefits and reward strategy for the charity and the remuneration packages of the CEO and the Senior Leadership Team. Senior Leadership Team pay reviews are completed by the CEO. It will review pay levels at least annually and normally as part of budget setting for the coming year. This ensures that remuneration is decided in the context of wider financial performance.

## PUBLIC BENEFIT

In setting plans and priorities for areas of work, our Trustees have followed guidance from the Charity Commission on the provision of public benefit, in accordance with Section 17 of the Charities Act 2011 and are satisfied that the services provided by IW Youth Trust fully meet the principles of public benefit as set out in the Charity Commission Guidance.

IW Youth Trust's objectives and activities fully reflect the purposes that the Charity was set up to advance, focusing priorities for service development and delivery on supporting children and young people most vulnerable in their mental health.

With 50% of potential lifelong mental health problems emerging by the age of 14, rising to 75% by the age of 24, IW Youth Trust service delivery has not only considered the need for an accessible, person-centred therapeutic response to treat poor mental health, but also how we can intervene early in a non-stigmatising way, to address the causes of poor mental health, whether that be because of trauma caused by Adverse Childhood Experiences (ACEs) or practical challenges arising from the transition between child and adulthood.

Our role is to ensure that children and young people can access the right support, at the right time, first time.

In delivering these services, we clearly identify the benefits to children, young people and their parents/carers. We then monitor progress to make sure our services are having a positive impact on children and young people, as planned, and to learn any lessons that can be used to improve the services.

IW Youth Trust's charitable purpose is to advance the education and training of young people on the Isle of Wight through the relief of poverty, distress, and sickness. Our vision is for an Island where children and young people's mental health needs are well recognised and supported.

We have demonstrated through this annual report that we are working within our charitable purpose, to public benefit, by progressing our Strategy 'Changing the Odds' so that fewer children and young people have poor mental health throughout their lifetime that sometimes result in profound and tragic consequences. By meeting their needs now, we are making a vital contribution to individuals having more resilience to manage life's challenges both as children and as adults.

*As we deliver services to benefit individuals, we hope and anticipate that our work will benefit both our Island community, and wider society.*

## SUSTAINABILITY UPDATE

IW Youth Trust recognises its responsibility to reduce its impact on the environment and climate change within its broader scope of supporting young people on the Isle of Wight.

*The importance, no matter how small, is even more relevant given the demographic we work with as well as living on an Island which is a UNESCO Biosphere Reserve in 2019. 'UNESCO Biosphere Reserves are unique areas of environmental significance in which communities strive to work hand in hand, innovatively and responsibly to protect and support the local environment and the world we all live in'. [www.unesco.org.uk](http://www.unesco.org.uk)*

IW Youth Trust is working towards effective stewardship of the environment, tackling environmental impact, climate change and working towards Carbon Net Zero.

Progress towards our goals for 2023-2024 were as follows:

- An increase in recycling and reducing waste
- Increased use of environmentally friendly products and local suppliers

We recognise that more work needs to be done towards achieving our environmental stewardship targets and a review was carried out to be carried out in April 2024. The appointment of new Operations staff will help support the work that the review identifies.

# EDI STATEMENT

Equality, diversity, and inclusion (EDI) are three values that the Youth Trust recognises and strives to achieve to help meet the needs of all people who encounter the charity whether as staff member, trustee, young person, parent, professionals, funding bodies, etc.

During 2023/24, a review was completed and as a result, future priorities were resolved as below.

Priorities for 2024-2025 – to identify and address barriers in equity of access and opportunity for clients, staff and volunteers

Leadership will:				
Model inclusive behaviours	Actively challenge discrimination and injustice	Make sure there are adequate resources to support effective action	Make sure there are safe and effective processes for addressing discrimination	Commit to building an equitable organisational culture.

Priority 1	Priority 2	Priority 3	Priority 4	Priority 5
Develop data collection and reporting mechanisms to measure initiatives and progress, maintain transparency and accountability, and acknowledge success	Review current policies, procedures and communications through all channels to ensure stakeholders know how to actively challenge discrimination and injustice.	Ensure funding bids, tenders, and the annual budget contain budget to support activity that ensures equity, diversity and inclusion.	Develop and implement 2 organisational projects/initiatives to demonstrate progress towards achieving good practice in equity, diversity and inclusion	Develop and implement 2 service projects/initiatives to demonstrate progress towards achieving good practice in equity, diversity and inclusion
Goal 1	Goal 2	Goal 3	Goal 4	Goal 5
All stakeholders are able to see what and how Youth Trust is acting to ensure equity, diversity and inclusion. This will be communicated evidencing action and impact.	All stakeholders both know how to challenge discrimination and injustice, and feel able to do so.	Best practice in equity, diversity and inclusion is achieved through resources alongside commitment) to make it happen.	An organisational culture that can evidence equity, diversity and inclusion for staff, trustees and volunteers	A service delivery culture that can evidence equity, diversity and inclusion for clients, parents and professionals (wider stakeholders)



# FINANCIAL REVIEW

During 2023-24, the Trust increased income from all sources by 56% to £1,259,290 (2023 - £803,774). Whilst expenditure also increased by 29% to £1,218,080 (2023 - £946,573), the Trust produced an overall surplus of £41,210 (2023 - deficit of £142,799). The restricted funds grew by £135,718 to £156,405 (2023 - £20,687) due to the timing of projects.

The Trust's unrestricted funds position decreased from £549,600 to £455,092, but this was because of a decision by Trustees to invest in the infrastructure of the Charity to diversify income and provide a broader capacity to enable quality service delivery underpinned by good risk management. At the end of the year, the investment to "pump-prime" changes made have been followed through into future year's budgets.

Our most significant area of expenditure is in staff costs, which increased from £764,366 to £955,377 as staffing numbers increased to reflect the broader service offering and a 4% cost of living pay award.

There are significant challenges to income generation for the Charity. The fundraising landscape continues to change, increasing the imperative to diversify income generation to manage risk. Inflation during the year has affected the true value of contracts and grants for core services. We continue to work hard to generate income to support children and young people's mental health and wellbeing and change young lives for the better.

Bids to Trusts and Foundations continued at pace to fund gaps in funding and implement new projects. The time taken to draft and submit funding bids is not insignificant at a time where there is greater competition than ever.

Donations including a legacy of £5,000 were £25,319 (2023 - £16,981).

---

## Funders & Supporters

We are very grateful to everyone who supports our work by contributing funds for our charity (alphabetical):

*BBC Children in Need*

*Cherry Godfrey*

*Daisie Rich*

*Department of Health and Social Care (DHSC)*

*Department of Work and Pensions (DWP)*

*Glanville's Damant Solicitors*

*Hampshire and Isle of Wight Charitable Foundation*

*Integrated Care Board (ICB)*

*IW NHS Trust*

*Isle of Wight Tomatoes*

*Love Running*

*Neighbourly*

*Newport and Carisbrooke Community Council (NCCC)*

*Pertemps*

*SNG (Formerly Sovereign Housing)*

*The Big Give*

*The National Lottery Community Fund*

*Transpetrol Foundation*

---

And to all the individuals, businesses and organisations who have donated and organised events and fundraisers for us.

---

During the year, much work was done with Trustees and the CEO to review income generation and fundraising strategies to ensure a clear sense of direction for 2024/25, to increase sustainability. As a result, during 2024/25, we will increase segmentation of income generation activity and seek external support to build the right frameworks for income generation into the future. We will also ensure much clearer management information is available to identify what is working and what needs improvement.

## RESERVES & INVESTMENTS

The Trust aims to hold between 4 and 6 months' worth of operating costs in free reserves plus designated reserves for specific purposes such as premises renovation and maintenance. At the time of publication, the Youth Trust is working to free reserves of 4 months operating costs.

IW Youth Trust's (Youth Trust) objective for holding unrestricted reserves is to:

- give confidence to funders by demonstrating good stewardship and active financial management
- demonstrate the charity's resilience and capacity to manage unforeseen financial difficulties to beneficiaries, funders and the public
- give funders, such as grant-makers, an understanding of why funding is needed to undertake a particular project or activity
- give assurance to lenders and creditors that the charity can meet its financial commitments
- manage the risk to a charity's reputation from holding substantial unspent funds at the year-end without explanation

Reserves have been calculated and estimated based on identified risks of income volatility and are set to mitigate the effects of potential volatility affecting beneficiary services. Trustees will ensure that the charity takes its reserves position into account in future financial planning decisions.

Isle of Wight Youth Trust's (Youth Trust) Reserves Policy is reviewed annually unless there are in year changes to funding and risk management that will require a revised approach. It is drafted having specific reference to the financial structure of the Charity and is included in the annual report and accounts.

As in previous years, Trustees hold reserves in cash using a mix of notice and fixed term accounts to maintain flexibility of access. With the increasing demand for our services, trustees consider that we need to be able to draw upon reserves as needed.

Overall, the aim is to maintain, and if possible, enhance the value of the invested funds whilst they are retained, but primarily to ensure that reserves do not erode over time because of the effect of inflation. Policy has been developed using document CC14 from the Charities Commission.

The Charity's investment objectives are to invest

- 1) securely and flexibly;
- 2) to ensure working capital requirements are met; and
- 3) to seek to protect capital value.

IW Youth Trust will aim to keep on instant access sufficient cash to cover not less than 3 months' operational expenditure and manage the level of risk inherent with achieving the objectives set out above, by holding an investment portfolio with an overall low risk.

There is an annual review by the Finance Committee of non-cash/savings investments to assess performance of the investment, quality of service and alignment with charitable objectives. Finance Committee will report back to the Board accordingly.

## PENSION STATEMENT

All employees are auto-enrolled in a Stakeholder pension scheme with The People's Pension. The minimum employee contribution is 5% of salary, with a 3% contribution from the Youth Trust, as employer.

## PRINCIPLE RISKS & UNCERTAINTIES

The Trustees consider the principle risks facing the charity to be funding security.

Whilst funding for Under 18's counselling has now been secured for 4+2 years, and Lottery funding is secured until 2026, demand is such that these sources do not cover activity, nor does this funding support the development of a Youth Information, Advice and Counselling Service model.

In 2023/24, IW Youth Trust secured significant increase in funding to undertake it's work but grants and contracts were increased for 12 months duration without commitment to renew. Risks arising from funding insecurity is being mitigated through:

- A renewed, strategic, segmented approach to fundraising to increase public donations and Trusts and Foundations income, as well as commence social enterprise.
- Influencing funders to consider additional funding and extended contract terms.
- Improving financial efficiency.
- Reviewing supplier costs.

## GOING CONCERN

IW Youth Trust remains a going concern

## STATEMENT OF TRUSTEE RESPONSIBILITIES

The Trustees (who are also the Directors for the purpose of company law) are responsible for preparing the Trustees' Annual Report and the financial statement 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
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- 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.

This report was prepared taking advantage of the exemptions available to small companies within the Companies Act 2006 and was approved by the Board of Trustees and signed on its behalf.

## STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

The following statements have been affirmed by each of the Trustees of the charitable company:

- so far as each Trustee is aware, there is no relevant audit information, (that is information needed by the company's auditors in connection with preparing their report), of which the company's auditors are unaware; and
- each Trustee has taken all the steps that he / she ought to have taken as a Trustee in order to make himself / herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Morris Crocker, having been appointed as auditor following the last annual general meeting, indicated its willingness to be reappointed as statutory auditor and a resolution to re-appoint them as auditors will be proposed at the next Annual General Meeting.

This report has been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (SORP).

Approved by order of the board of trustees on and signed on its behalf by:

Kay Boycott  
Chair of Trustees



Dated: 31/10/24

## INDEPENDENT AUDITORS REPORT

**Isle of Wight Youth Trust**  
**Company Limited by Guarantee**  
**Report of the Independent Auditors for the year ended 31 March 2024**

**REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE ISLE OF WIGHT YOUTH TRUST**

**Opinion**

We have audited the financial statements of Isle of Wight Youth Trust (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, 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).

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 2024 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 Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable 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**

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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors 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 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.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE ISLE OF WIGHT YOUTH TRUST

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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

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

We have nothing to report in respect of the following matters where 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 take advantage of the small companies' exemption from the requirement to prepare a Strategic Report of in preparing the Report of the Trustees.

**Responsibilities of trustees**

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) 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 charitable 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 charitable company or to cease operations, or have no realistic alternative but to do so.

**Our 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 a Report of the Independent Auditors 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:

From discussion with management and those charged with governance information about the entity is documented to assess the activity within the organisation. We discuss management's assessment of risk in respect of irregularities, fraud and going concern.

Based on these discussions and our own assessments we determined that the key risk areas were income recognition in respect of cut off issues and management override concerning the size of the organisation.

We set financial statement materiality level based on the level of income. As a not-for-profit organisation raising income is its primary focus which is why income was used to determine the level of materiality. Our overall assessment of risk was used to determine performance materiality at an appropriate level.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE ISLE OF WIGHT YOUTH TRUST

Our responsibilities for the audit of the financial statements (cont ...)

Substantive audit tests were designed after assessing and performing walkthrough tests. The walkthrough testing confirmed documented systems which have been designed to act as a preventative measure against fraud and error which appear to be operating as documented. Substantive testing tested a sample of the population, representative of the population, to identify errors. The testing did not identify any material misstatements in areas tested.

Audit substantive tests concluded no material errors over the key risk areas of income recognition and management override.

The audit considers the organisation is not exposed to material risk of error as a result of assessing laws and regulations that are appropriate to the organisation.

Management assessed there is no going concern risk. The audit undertook a review of budgets, management accounts and the review of board minutes and came to the same conclusion as management.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Report of the Independent Auditors

**Use of our report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Stuart Mackie (Senior Statutory Auditor)  
for and on behalf of Morris Crocker Limited  
Chartered Accountants  
Statutory Auditors  
Station House  
North Street  
Havant  
Hampshire  
PO9 1QU

Date: .....

# FINANCIAL REPORTS

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

STATEMENT OF FINANCIAL ACTIVITIES  
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>INCOME:</b>					
Donations and legacies		46,546	322,885	369,431	158,241
Charitable activities		879,215	4,012	883,227	639,725
Investments		<u>6,632</u>	<u>-</u>	<u>6,632</u>	<u>5,808</u>
<b>TOTAL INCOME</b>	3	<u>932,393</u>	<u>326,897</u>	<u>1,259,290</u>	<u>803,774</u>
<b>EXPENDITURE</b>					
Raising funds:		35,978	-	35,978	55,538
Charitable activities:					
Counselling and wellbeing services		<u>990,811</u>	<u>191,291</u>	<u>1,182,102</u>	<u>891,035</u>
<b>TOTAL EXPENDITURE</b>	4	<u>1,026,789</u>	<u>191,291</u>	<u>1,218,080</u>	<u>946,573</u>
<b>NET (EXPENDITURE)/INCOME BEFORE TRANSFERS</b>		(94,396)	135,606	41,210	(142,799)
Gross transfers between funds		<u>(112)</u>	<u>112</u>	<u>-</u>	<u>-</u>
<b>NET MOVEMENT IN FUNDS</b>		(94,508)	135,718	41,210	(142,799)
<b>FUND RECONCILIATION</b>					
Fund balances at 1 April 2023		<u>549,600</u>	<u>20,687</u>	<u>570,287</u>	<u>713,086</u>
Fund balances at 31 March 2024		<u>455,092</u>	<u>156,405</u>	<u>611,497</u>	<u>570,287</u>

The Statement of Financial Activities includes all gains and losses in the period.

All incoming resources and resources expended derive from continuing activities.

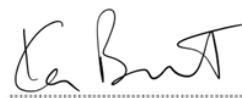
Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

BALANCE SHEET

	Notes	£	2024 £	£	2023 £
<b>FIXED ASSETS</b>					
Tangible assets	8		281,103		292,535
<b>CURRENT ASSETS</b>					
Debtors	9	53,295		30,489	
Cash at bank		306,544		191,849	
Short term investments		<u>181,499</u>		<u>258,924</u>	
		541,338		481,262	
<b>CREDITORS: amounts falling due within one year</b>	10	<u>(73,214)</u>		<u>(60,477)</u>	
<b>Net current assets</b>			<u>468,124</u>		<u>420,785</u>
<b>Total assets less Current liabilities</b>			749,227		713,320
<b>CREDITORS: amounts falling due after more than one year</b>	11	<u>(137,730)</u>		<u>(143,033)</u>	
<b>Total net assets</b>			<u>611,497</u>		<u>570,287</u>
			=====		=====
<b>INCOME FUNDS</b>					
Unrestricted funds	12	455,092		549,600	
Restricted funds	13	<u>156,405</u>		<u>20,687</u>	
		611,497		570,287	
		=====		=====	

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

The financial statements were approved by the Board of Trustees on 31/10/2024 and signed on its behalf by:



Kay Boycott, Chair of Trustees

Company Registration Number: 04149036

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

CASHFLOW STATEMENT

		2024 £	2023 £
<b>Cash flow from operating activities</b>			
Net cash flow from operations	as below	<u>36,555</u>	<u>(180,026)</u>
<b>Total cash flow from operating activities</b>		<u>36,555</u>	<u>(180,026)</u>
<b>Cash flow from investing activities</b>			
Interest received		5,057	5,808
Payments for fixed assets		-	(16,324)
Proceeds from disposal of investments		159,000	-
Purchase of investments		<u>(80,000)</u>	<u>(87,770)</u>
<b>Total cash flow on Investing activities</b>		<u>84,057</u>	<u>(98,286)</u>
<b>Cash flow from financing activities</b>			
Repayment of borrowing		<u>(5,917)</u>	<u>(6,263)</u>
<b>Total cash flow on financing activities</b>		<u>(5,917)</u>	<u>(6,263)</u>
<b>Net increase in cash and cash equivalents</b>		114,695	(284,575)
Cash and cash equivalents at 1 April 2023		<u>191,849</u>	<u>476,424</u>
Cash and cash equivalents at 31 March 2024		306,544	191,849
		=====	=====
<b>Cash and cash equivalents consist of:</b>			
Cash at bank and in hand		<u>306,544</u>	<u>191,849</u>
Cash and cash equivalent at 31 March 2024		306,544	191,849
		=====	=====
<b>Reconciliation of income to net cashflow from operations:</b>			
		2024 £	2023 £
Net surplus of income over expenditure for the year		41,210	(142,799)
Adjustments for:			
Interest received		(5,057)	(5,808)
Depreciation charges		11,432	12,816
Gain on disposal of investments		(1,575)	-
(Increase)/decrease in debtors		(22,806)	34,263
Increase/(decrease) in creditors		<u>13,351</u>	<u>(78,498)</u>
<b>Net cash from operations</b>		<u>36,555</u>	<u>(180,026)</u>
		=====	=====

Analysis of changes in net debt:

	At start of the year £	Cashflows £	Other non-cash changes £	At end of the year £
Cash and cash equivalents	191,849	114,695	-	306,544
Loans falling due within one year	(5,778)	614	-	(5,164)
Loans falling due after one year	<u>(143,033)</u>	<u>5,303</u>	-	<u>(137,730)</u>
<b>Total</b>	43,038	120,612	-	163,650
	=====	=====	=====	=====

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

The principal accounting policies are summarised below. The accounting policies have been applied consistently throughout the period.

**Basis of accounting**

The Isle of Wight Youth Trust is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information page at the front of these financial statements. The nature of the charity's operations and principal activity is providing counselling services to young people in the Isle of Wight.

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 Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Practice.

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, and rounded to the nearest £1.

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.

**Fund accounting**

- Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.
- Restricted funds are subject to restrictions on their expenditure imposed by the donor or through the terms of a grant.
- Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

**Income recognition policies**

All incoming resources are included in the statement of financial activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of donations, legacies and gifts and are included in full in the Statement of Financial Activities when the Charity has control over the income, any conditions placed are met, the receipt is probable, and that it can be measured reliably.
- Grants, including Government Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant and as the charity earns the right to income through delivery of services.
- Donated services and facilities (Gifts in kind) are included at the value to the charity only where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when received.

**Debtors**

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

**Resources expended**

Expenditure is recognised on an accruals basis as the liability is incurred. All costs are shown in full and no netting off with income occurs. Expenditure includes any VAT which cannot be recovered and is reported as part of the expenditure to which it relates:

- Fundraising costs comprise the costs associated with attracting grants and other voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those of an indirect nature necessary to support them.
- Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include independent examination and costs linked to the strategic management of the charity.
- All costs are allocated between the expenditure categories of the SOFA on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis. Salaries are allocated by reviewing time spent by each employee on the activities and attributing cost accordingly.

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES (continued ...)

**Allocation of Support Costs and Governance**

Support costs are those functions which assist the work of the charity, but do not directly comprise charitable activities. Support costs are allocated to fundraising costs and charitable activities proportionate to the use of those costs as shown in note 4.

Governance costs include accounting support with the year end accounts and Audit (2023: Independent Examination) costs.

**Creditors and provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party, and the amount due can be measured reliably.

**Financial assets and liabilities**

The Trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**Tangible Fixed Assets and Depreciation**

Tangible fixed assets other than freehold land are stated at cost less depreciation. Assets below £1,000 are not treated as capital. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Freehold property	2%	Straight line
Office equipment	20%	Reducing balance.
Computer equipment and database	50%	Straight line

**Taxation**

No corporation tax has been provided in these accounts because the income of the charity is within the exemption granted by Section 505 of the Income and Corporation Taxes Act 1988 to the extent that these funds are applied to Charitable objects.

**Pensions**

The Trust operates a defined contribution stakeholder pension scheme. Contributions are charged in the accounts as they become payable in accordance with the rules of the scheme.

**Judgements and key sources of estimation uncertainty**

In the application of the charitable company'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 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 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.

**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.

**Operating Lease rentals**

Rentals payable under operating leases are charged as an expense to the Statement of Financial Activities on a straight-line basis over the lease term, even if the payments are not made on such a basis.

**Employee benefits**

The Charity contributes to a defined contribution scheme on behalf of its employees. The assets of the scheme are held separate from those of the Charity in an independently administered fund. The pension costs charged in the period represents the employer's contributions payable in respect of the accounting period.

**Cash at bank and in hand**

Cash at bank and in hand includes cash, bank account balances, and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.



Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

2. COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES

As required by SORP FRS102, the comparative SOFA information is produced below.

	Unrestricted Funds £	Restricted Funds £	Total 2023 £
<b>INCOME:</b>			
Donations and legacies	17,981	140,260	158,241
Charitable activities	575,079	64,646	639,725
Investments	<u>5,808</u>	-	<u>5,808</u>
<b>TOTAL INCOME</b>	<u>598,868</u>	<u>204,906</u>	<u>803,774</u>
<b>EXPENDITURE</b>			
Raising funds	55,538	-	55,538
Charitable activities:			
Counselling and wellbeing services	<u>626,281</u>	<u>264,754</u>	<u>891,035</u>
<b>TOTAL EXPENDITURE</b>	<u>681,819</u>	<u>264,754</u>	<u>946,573</u>
<b>NET (EXPENDITURE)/INCOME BEFORE TRANSFERS</b>	(82,951)	(59,848)	(142,799)
Gross transfers between funds	-	-	-
<b>NET MOVEMENT IN FUNDS</b>	(82,951)	(59,848)	(142,799)
<b>FUND RECONCILIATION</b>			
Fund balances at 1 April 2022	<u>632,551</u>	<u>80,535</u>	<u>713,086</u>
Fund balances at 31 March 2023	<u>549,600</u>	<u>20,687</u>	<u>570,287</u>

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<b>3. INCOME</b>				
<u>Donations and legacies</u>				
Donations including gift aid	20,319	-	20,319	16,981
Legacies	5,000	-	5,000	-
Grants and donations – Charities and Foundations	<u>21,227</u>	<u>322,885</u>	<u>344,112</u>	<u>141,260</u>
	<u>46,546</u>	<u>322,885</u>	<u>369,431</u>	<u>158,241</u>
<u>Income from Charitable Activities</u>				
Service level agreements	879,215	4,012	883,227	639,725
<u>Investment Income</u>				
Bank interest	6,632	-	6,632	5,808
<b>TOTAL</b>	<u>932,393</u>	<u>326,897</u>	<u>1,259,290</u>	<u>803,774</u>

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

4. EXPENDITURE

	Unrestricted Funds £	Restricted Funds £	Total 2024 £	Total 2023 £
<u>Fundraising costs:</u>				
Consultancy	-	-	-	11,664
Wage costs (see note 6)	31,862	-	31,862	38,604
Support costs	<u>4,116</u>	-	<u>4,116</u>	<u>5,270</u>
	<u>35,978</u>	-	<u>35,978</u>	<u>55,538</u>
<u>Charitable activities:</u>				
Counselling services:				
Wage costs (see note 6)	784,820	138,695	923,515	725,762
Sessional fees	-	5,363	5,363	8,197
Direct costs	103,996	6,827	110,823	49,853
Support costs	<u>78,705</u>	<u>40,406</u>	<u>119,111</u>	<u>99,083</u>
	<u>967,521</u>	<u>191,291</u>	<u>1,158,812</u>	<u>882,895</u>
<u>Governance costs:</u>				
Accounting and Independent Examination	<u>23,290</u>	-	<u>23,290</u>	<u>8,140</u>
	<u>990,811</u>	<u>191,291</u>	<u>1,182,102</u>	<u>891,035</u>
<b>TOTAL</b>	<u>1,026,789</u>	<u>191,291</u>	<u>1,218,080</u>	<u>946,573</u>

	2024 £	2023 £
<b>Support costs</b>		
Payroll charges	2,099	846
Printing postage and administration costs	5,697	5,440
Advertising and marketing	7,424	7,573
Utilities	9,594	6,516
Cleaning and Covid-19 costs	8,105	8,437
Insurance	5,786	7,508
Subscriptions	4,755	3,443
Bank charges and interest	12,183	8,406
Telephone	8,435	5,801
Bookkeeping support and software	864	3,956
Consultants and recruitment	16,643	5,207
Rent and leases	14,000	14,000
Maintenance	7,792	8,817
Sundry	8,418	5,587
Depreciation	<u>11,432</u>	<u>12,816</u>
	<u>123,227</u>	<u>104,353</u>
Allocated based on use of resources:		
To Fundraising costs	4,116	5,270
To Charitable activities	<u>119,111</u>	<u>99,083</u>
<b>Total</b>	<u>123,227</u>	<u>104,353</u>

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

5. ADMINISTRATIVE EXPENSES	2024 £	2023 £
The surplus/(deficit) is stated after charging:		
Independent examination	-	2,895
Audit	7,500	-
Other accounting services	14,271	9,201
Depreciation of owned fixed assets	11,432	12,816
	=====	=====

6. STAFF COSTS AND RELATED PARTY TRANSACTIONS

	2024 £	2023 £
Wages and salaries	868,333	689,199
Social Security costs	68,774	59,998
Pension costs	<u>18,270</u>	<u>15,169</u>
	955,377	764,366
	=====	=====
Allocated to:		
Fundraising costs	31,862	38,604
Charitable activities	<u>923,515</u>	<u>725,762</u>
	955,377	764,366
	=====	=====

The average number of employees during the period was as follows:

	2024	2023
Project and office administration	35	27
	==	==

One employee received remuneration in excess of £60,000 (2023 - £60,000).

	2024	2023
£60,001 to £70,000	1	1
	==	==

No payments were made to any Trustee either as remuneration, or the reimbursement of travel or other expenses. Trustees' indemnity insurance is paid by the Charity.

The total costs attributable to senior management personnel amounted to £170,312 for the year to 31 March 2024 (2023: £177,491). Senior management personnel comprise the Chief Executive Officer, Head of Finance, and the Head of Counselling & Wellbeing/MHST Lead.

7. PENSIONS

The charity operates a defined contribution pension scheme – the assets of which are held separate to the Trust's assets. Amounts due at the year end £3,084 (2023 – £3,222). The contributions for the year are shown in note 6.

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

8. TANGIBLE FIXED ASSETS	Freehold Property £	Office Equipment £	Total £
Cost at 1 April 2023	294,222	96,621	390,843
Additions in the year	-	-	-
At 31 March 2024	294,222	96,621	390,843
	=====	=====	=====
Depreciation at 1 April 2023	29,423	68,885	98,308
Charge for the period	<u>5,884</u>	<u>5,548</u>	<u>11,432</u>
At 31 March 2024	35,307	74,433	109,740
	=====	=====	=====
Net Book Value at 31 March 2024	258,915	22,188	281,103
	=====	=====	=====
Net Book Value at 31 March 2023	264,799	27,736	292,535
	=====	=====	=====

The freehold property is secured by a mortgage charge by the Charity's bankers.

9. DEBTORS

	2024 £	2023 £
Grants receivable	41,048	21,277
Other debtors	3,375	-
Prepayments	<u>8,872</u>	<u>9,212</u>
	53,295	30,489
	=====	=====

10. CREDITORS DUE WITHIN ONE YEAR

	2024 £	2023 £
Amounts falling due within one year:		
Bank loan (current portion)	5,164	5,778
Accounts payable	29,411	24,486
Taxation including social security	17,100	17,262
Other creditors	3,948	4,956
Accruals	<u>17,591</u>	<u>7,995</u>
	73,214	60,477
	=====	=====

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

	2024 £	2023 £
<b>11. CREDITORS DUE AFTER ONE YEAR</b>		
Amounts falling due after more than one year:		
Bank loan	137,730	143,033
	=====	=====
Amounts repayable by installments in more than 5 years:		
Bank loan	110,530	118,178
	=====	=====

The bank loan is secured on the Charity's freehold property and is at commercial rates of interest.

**12. UNRESTRICTED FUNDS**

	At 1 April 2023 £	Income £	Expenditure £	Gains/ (losses) £	Fund Transfer £	At 31 March 2024 £
<b>Unrestricted</b>	464,600	827,393	(891,789)	-	(112)	400,092
<b>Designated</b>						
ICB activity increase	-	105,000	(50,000)	-	-	55,000
Mobilisation	85,000	-	(85,000)	-	-	-
<b>Total Designated</b>	<u>85,000</u>	<u>105,000</u>	<u>(135,000)</u>	<u>-</u>	<u>-</u>	<u>55,000</u>
<b>Total Unrestricted fund</b>	<u>549,600</u>	<u>932,393</u>	<u>(1,026,789)</u>	<u>-</u>	<u>(112)</u>	<u>455,092</u>

The Trust has designated the above "mobilisation" funds towards the planned organisational transformation and managing the NHS procurement process for the U18 counselling service to improve future delivery of the charity's objects.

ICB agreed a non-recurring financial uplift to support management of increased referral demand.

COMPARATIVE	At 1 April 2022 £	Income £	Expenditure £	Gains/ (losses) £	Fund Transfer £	At 31 March 2023 £
<b>Unrestricted</b>	380,051	598,868	(634,319)	-	120,000	464,600
<b>Designated</b>						
Building fund and roof repairs	55,000	-	-	-	(55,000)	-
Service transition	150,000	-	-	-	(150,000)	-
Workforce development	47,500	-	(47,500)	-	-	-
Mobilisation	-	-	-	-	85,000	85,000
<b>Total Designated</b>	<u>252,500</u>	<u>-</u>	<u>(47,500)</u>	<u>-</u>	<u>(120,000)</u>	<u>85,000</u>
<b>Total Unrestricted fund</b>	<u>632,551</u>	<u>598,868</u>	<u>(681,819)</u>	<u>-</u>	<u>-</u>	<u>549,600</u>

Isle of Wight Youth Trust  
Company Limited by Guarantee  
Trustees Report and Audited Accounts for the year ended 31 March 2024

NOTES TO THE FINANCIAL STATEMENTS

**13. RESTRICTED FUNDS**

	At 1 April 2023 £	Income £	Expenditure £	Fund Transfer £	At 31 March 2024 £
Advocacy – Year of the Child	12,085	44,456	(30,682)	-	25,859
Skateboarding	2,500	-	(2,500)	-	-
Specialist Counselling	3,000	-	(3,000)	-	-
Welfare	3,102	500	(569)	-	3,033
OPCC Ace'ing it	-	12,351	(1,735)	-	10,616
Travel Safe Space	-	9,752	(2,793)	-	6,959
Sovereign Housing	-	20,000	(4,439)	-	15,561
Children In Need	-	70,000	(35,000)	-	35,000
National Lottery – Reaching Communities	-	147,582	(101,065)	-	46,517
HIWCF – Bridging the Gap	-	5,000	(2,083)	-	2,917
HIWCF – Building emotional resilience	-	4,912	(55)	-	4,857
RAISE	-	4,000	(4,000)	-	-
School Wellbeing	-	7,806	(2,720)	-	5,086
Skipton Foundation	-	538	(650)	112	-
<b>Total Restricted funds</b>	<u>20,687</u>	<u>326,897</u>	<u>(191,291)</u>	<u>112</u>	<u>156,405</u>

Comparative information

	At 1 April 2022 £	Income £	Expenditure £	Fund Transfer £	At 31 March 2023 £
Mental Health Schools Team	48,887	-	(48,887)	-	-
Counselling Services	27,450	114,939	(142,389)	-	-
Society of Friends	4,198	16,282	(20,480)	-	-
Advocacy – Year of the Child	-	36,256	(24,171)	-	12,085
Skateboarding	-	19,921	(17,421)	-	2,500
Specialist Counselling	-	4,000	(1,000)	-	3,000
Welfare	-	3,483	(381)	-	3,102
Youth Voice	-	10,025	(10,025)	-	-
<b>Total Restricted funds</b>	<u>80,535</u>	<u>204,906</u>	<u>(264,754)</u>	<u>-</u>	<u>20,687</u>

- Mental Health School Team - funds school-based wellbeing services.
- Counselling Services - restricted fund is predominantly from Children in Need and the National Lottery for 18–25-year-olds and over 12 sessions.
- The Society of Friends (Quakers) - provided funds for digital resilience which supported staff training and a client record database
- Advocacy – Year of the child provided funding for advocacy work to celebrate the Year of the Child
- Skateboarding - supported the delivery of accessible eight week "Skating into Wellbeing" programs.
- Specialist Counselling - provided funding to deliver expertise as part of the RAISE Autism project in schools.
- Welfare - is funding to help with service users' basic welfare needs.
- Youth Voice - supports the representation of voiced of young people on the Isle of Wight
- OPCC Ace'ing it - Office of Police & Crime Commissioner (OPCC), project called Ace'ing it.
- Travel Safe Space – IW Foundation, project called Travelling safe space. Support to buy video equipment & training for young people.
- Sovereign Housing – To support young people into accommodation.
- Children In Need - Funding received to support core costs; providing subsidy to part cover the salary of Head of Counselling and Wellbeing Services and CEO.
- National Lottery Reaching Communities – The National Lottery 'Reaching Communities' fund. - Increasing the wellbeing offer into the community to improve CYP isolation & mental health.

NOTES TO THE FINANCIAL STATEMENTS

13. RESTRICTED FUNDS (continued)

- HIWCF Bringing the Gap - Hampshire and IW Charitable Foundation. Bridging the Gap. - To deliver 18 – 25 counselling sessions
- HIWCF Building emotional resilience - Hampshire and IW Charitable Foundation. Building emotional resilience. - To deliver EMOTIONAL coping skills groups to build resilience and address self-harm for CYP
- RAISE - Supporting parents of autistic children with coffee morning support groups & learning walks in schools
- School Wellbeing - Big Give (school wellbeing). All primary schools were offered the opportunity to receive wellbeing boxes, five ways to wellbeing resource boxes delivered to 28 primary schools across the island with resources & lesson plans.
- Skipton Foundation – this is towards Hygiene Bank products – Specialist equipment's which includes EMDR machine for therapy. During the year a contribution was made from unrestricted funds to cover the costs incurred which exceeded income received.

14. ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted & Designated Funds £	Restricted Funds £	2024 £	2023 £
Tangible fixed assets	281,103	-	281,103	292,535
Current assets	384,933	156,405	541,338	481,262
Creditors	<u>(210,944)</u>	<u>-</u>	<u>(210,944)</u>	<u>(203,510)</u>
	455,092	156,405	611,497	570,287
	=====	=====	=====	=====

COMPARATIVE ANALYSIS OF NET ASSETS BY FUNDS

	Unrestricted & Designated Funds £	Restricted Funds £	2023 £	2022 £
Tangible fixed assets	292,535	-	292,535	289,027
Current assets	460,575	20,687	481,262	712,329
Creditors	<u>(203,510)</u>	<u>-</u>	<u>(203,510)</u>	<u>(288,270)</u>
	549,600	20,687	570,287	713,086
	=====	=====	=====	=====

15. LEASING COMMITMENTS

The charity has operating lease commitments in respect of land and buildings as outlined below:

	2024 £	2023 £
Within one year	24,000	14,000
Between two and five years	<u>30,375</u>	<u>10,500</u>
	54,375	24,500
	=====	=====

NOTES TO THE FINANCIAL STATEMENTS

16. FINANCIAL INSTRUMENTS

	2024 £	2023 £
Financial assets measured at fair value	532,466	472,050
Financial liabilities measured at fair value	<u>(210,944)</u>	<u>(203,509)</u>
	321,522	268,541
	=====	=====

17. RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2023 – Nil)

# WITH THANKS TO OUR SUPPORTERS...

