



HERE FOR YOUNG PEOPLE

ANNUAL REVIEW 2022/23

CONTENTS

Foreword	3
Welcome	4
Maddie's story	5
Who we are and what we stand for	6
Our strategy	7
The year in numbers	8
Measuring our impact	9
Growing the Network	10
Strengthening the Network	12
Spotlight on Wigan Youth Zone's 10 years of delivery	15
Liam's story	17
Young people first	18
Building an inclusive, diverse culture	19
Raising OnSide's national profile	20
Working collaboratively	21
Katie's story	22
Trustees Report and Financial Statements	23



FOREWORD

We often describe OnSide as a ‘movement’ of likeminded people who together believe that how we treat the next generation defines who we are as a society.

This year, we have seen that movement at its best, coming together to provide ever more opportunities for young people in some of our most disadvantaged communities. Young people who simply need the opportunity to explore their potential.

Our hundreds of youth workers from Croydon to Carlisle have provided a listening, trusted ear, a warm welcome and a helping hand to many thousands of young people, enabling them to shine.



The OnSide team has continued to knock on the doors of businesses large and small, philanthropists and local authorities – convincing them to partner with us to create incredible youth provision where it’s most needed.

And our valued supporters have stepped up time and time again to enable the Youth Zones to do what they do best – support, guide and empower tens of thousands of young people to be the very best versions of themselves. Our Winter Hunger Appeal which offered free meals to 22,004 young people through the coldest months of this year is a tangible example of this. We are incredibly grateful to the St James’s Place Charitable Foundation, Burberry PLC, Ajaz Ahmed MBE and Ajaz.org, and Intermediate Capital Group for their generosity.

This truly is a movement. And together with unwavering support from our dedicated team, generous donors, passionate volunteers, and



partners, we have achieved remarkable milestones (as set out in this report) that have positively impacted young people across the nation.

Thank you to all of our supporters and friends for standing with us, and for believing in our vision for young people. Thanks to you, 55,706 young people have been empowered to reach their full potential.

We do hope you enjoy hearing more about what we have achieved, and that you’re inspired to help us achieve so much more.

Charles Mindenhall
Chair, OnSide

WELCOME



I am incredibly proud to present OnSide's 2022/23 annual report – my first as Chief Executive. While much has been achieved, the reality is, it is a very difficult time to be a young person.

The rising cost of living has put unprecedented pressure on young people and the communities we serve. Research suggests that over half of Year 11 pupils are experiencing mental health problems, up from a quarter 15 years ago. And our own research this year painted a picture of a generation of young people struggling with isolation, spending most of their time alone and online.

This sobering context is why our work has never been more important.

This report is as much a celebration of our achievements as it is a celebration of the proven power of youth work – to help young people navigate and overcome challenges and forge a hopeful path forward.

One of our most significant achievements has been our increased reach. This year, we provided 55,706 young people with vital support from trusted youth workers. And behind this number are many thousands of individual young people – some of whom have bravely shared their stories with us for this report. We hope you will be inspired

by them and by the power of youth work to transform young lives.

Alongside the powerful stories, you will also find out more about our increasingly sophisticated evaluation approach. This year we published the first full year of impact data from the OnSide Network using our new monitoring and evaluation framework, building on last year's pilot. This data is a crucial part of our 'case-making' for youth work – helping us articulate the proven difference it is having on our members.

In a resounding endorsement of our work, several OnSide Youth Zone projects successfully secured significant Youth Investment Fund (YIF) grants. Backing from a wide range of valued supporters together with YIF funding will allow us to dramatically expand our reach and make an even greater difference to the lives of young people across the country. We extend our heartfelt gratitude to our supporters for their unwavering belief in our mission and continued support.

In line with our strategic focus on reputation

– we have taken strides to raise OnSide's national profile and in doing so increase the profile and understanding of youth work. From flagship research that reached mainstream media, to high profile brand partnerships, we are proud to have amplified our message and in turn inspired more individuals and organisations about the power and value of our work. You can read more about our progress in this area later in this report.

Lastly, it's important to note that every achievement we celebrate in this report is a testament to the strength of our people, within OnSide and across the Network. I would like to thank each of them for their determination to create a brighter future for all young people.

Together, we will continue to play our part in creating a world in which every young person has access to the support they need to flourish and positively impact society.

Jamie Masraff,
Chief Executive, OnSide

MADDIE'S STORY



I joined Carlisle Youth Zone because I wanted a place to go where I could have fun and be sociable.

I have struggled with being scared around other people and in public. I was finding school hard as I had issues with bullying and not attending school. I was not looking after myself, I just wanted to stay in my room and not mix with others. I also didn't want to eat; which my mum was worried about.

The Youth Zone became a place for me that felt safe, a place I could go when I wanted to escape the house and the things I was going through. I found that the youth workers at the Youth Zone would listen, I could talk to them, and they would offer support.

The free food over the winter helped to ease my Mum's worries as she knew I would be getting food and would be encouraged to eat. She could also check with staff and was able to share her concerns which helped when I struggled to talk to her.

I'm more confident and happier talking about my feelings. I've created relationships with the youth workers who allow me to feel comfortable, I know they're looking out for me. I'm now happy for them to share information with my family. The support from everyone at the Youth Zone has made me a better communicator and I know I can always ask for help."

Maddie, 14 from Carlisle Youth Zone



WHO WE ARE AND WHAT WE STAND FOR

We're OnSide, a national charity that believes all young people should have the opportunity to discover their passion and their purpose.

Our Vision

For every young person across the UK to be happy, healthy and able to thrive.

Our Mission

To empower young people to lead positive, fulfilling lives by providing access to incredible spaces and exceptional youth work, delivered by outstanding people, where they are needed the most.

To achieve this, we fund, build, launch and support a national Network of state-of-the-art, multimillion-pound youth centres called Youth Zones in the UK's most economically disadvantaged areas.

Youth Zones are staffed by skilled and dedicated youth workers who truly believe in young people – helping them see what they could achieve, and giving them the skills, confidence and ambition to go for it.

Our Values

Our values underpin everything we do and how we do it. They are:

YOUNG PEOPLE FIRST



AMBITION



EXCELLENCE



COLLABORATION




RESPECT



OUR STRATEGY

This year, we have made good progress embedding our ambitious 2021-24 strategic plan and delivering against six goals that we believe will help us fulfill our Vision and Mission.

Our six strategic goals

GOAL 1 

Refine our Youth Zone model and offer

GOAL 4 


Strengthen OnSide's financial sustainability

GOAL 2 

Strengthen the OnSide Network

GOAL 5 

Strengthen OnSide's partnerships and external profile

GOAL 3 

Grow the OnSide Network

GOAL 6 

Embed our Network Values and Shared Standards

We have made great strides towards achieving our six goals over the past year, including increasing our funding for new Youth Zone projects, growing our family of major donors, improving the environment in which our Network of open Youth Zones operate and strengthening our national profile. As we enter the final year of our strategic period, plans have already begun to start developing our new strategy for 2024 onwards.



2022/23 - THE YEAR IN NUMBERS

Despite a challenging year, we remain focused on our mission to provide all young people with the opportunity to shine. Here's a snapshot of some of our impact in numbers over the past 12 months.

618,493



engagements with young people

500



people have benefitted
from Talent Academy training

5



Youth Zone capital
projects closed

55,706



members supported

143,822



free meals provided to
over 22,000 members

35,135



young people have
attended holiday club sessions

MEASURING OUR IMPACT

We are committed to monitoring and evaluating the reach, quality, and impact of youth work delivered, to help us learn and continuously improve the range of activities and opportunities offered to young people.

Highlighting the impact of Youth Zones and youth work on young people's lives is vital. It allows us to advocate for the youth sector, encouraging further funding and support needed to ensure all young people living in the UK are able to thrive.

2022/23 was the first full year of the 'ME App' evaluation system becoming embedded in Youth Zones across the Network. One-to-one conversations between young people and youth workers generated 1,740 evaluation records, providing a robust, statistically significant dataset to draw insights, themes and trends from.



WHAT IS THE ME APP EVALUATION SYSTEM?



The ME App evaluation system is an online form with a short series of attitudinal questions, that ask young people to rate themselves between one and five in areas aligned to our defined outcomes.

Young people complete the questionnaire alongside their trusted youth worker at different points so we can monitor changes over time. Answers are logged online and pulled through to our content management system, Salesforce, from where we analyse the data at a local and national level.

This year's data alongside the pilot data has allowed us to start to identify longer term trends, for example looking at the impact of membership over time. The data confirms anecdotal evidence that there is a correlation between increased impact on young people

and the length of their Youth Zone membership after three years. We will continue to monitor impact year on year as the data builds, to form a more robust picture of how outcomes are affected by length of membership.

Key outcomes over the last 12 months include:

38%

increase in young people's ability to manage their feelings as a result of attending Culture of Health programmes

32%

increase in young people's life skills as a result of attending targeted programmes

26%

increase in young people's aspirations as a result of attending targeted programmes

15%

increase in young people's mental wellbeing as a result of attending universal sessions

15%

increase in young people's self-esteem as a result of attending universal sessions

To read the full Network Impact Report click [here](#).

GROWING THE NETWORK

Young people need support from trusted adults more than ever before, and youth work has never been more crucial. Our new Youth Zones in the pipeline are moving ever-closer to opening, doubling the number of young people supported by 2025.

This year we were pleased to receive a grant from the Government's Youth Investment Fund which, alongside philanthropic support, meant that five of our Youth Zones in development raised the remainder of their construction costs.

Grimsby

Momentum continues to build for Horizon Youth Zone as we have appointed contractors and expect to gain access to the site in June 2023. The capital project received significant local and national support, including from Ørsted.



Preston

Planning permission has been submitted for Preston Youth Zone and we expect to have a decision by summer 2023. Current priorities include raising the remainder of the running costs and connecting with local community organisations and young people to begin establishing a Young People's Development Group (YPDG).

Crewe

We are awaiting planning permission for Crewe Youth Zone. In the meantime our Community Engagement Manager has begun meeting local organisations to build partnerships and engage with young people. When the group is well established we will begin the brand development process for the Youth Zone.



Salford

A planning application for Salford Youth Zone has been submitted. The project has a strong backing from Salford City Council and Fred Done who previously supported HideOut Youth Zone, and is being delivered and led by the HideOut team with OnSide's support.



South Bristol

South Bristol's Youth Zone is now fully capital funded. OnSide is delivering the Youth Zone with Youth Moves, a fantastic local charity who will run it once open. Youth Moves has set up a YPDG with the Youth Zone's brand set to be unveiled in autumn 2023, following branding workshops and a voting process for South Bristol's young people.



Barnsley

Barnsley Youth Zone continues to progress as planning permission has now been granted. We remain focused on raising the remainder of the capital costs as well as its running costs and will employ a Senior Philanthropy Manager soon to start the Founder Patron campaign.



Thurrock

With funding from the Towns Fund secured, a planning application is due to be submitted soon. Once planning is secured, we will look to form a YPDG and begin developing the branding for the Youth Zone.



Hammersmith and Fulham

Building work continues at pace for WEST Youth Zone in Hammersmith and Fulham, with it due to be completed at the end of 2023. Young people unveiled their hoardings designs and recruitment has begun as Elanor Gunn has been appointed as Chief Executive. Recruitment will continue throughout the year ahead of a spring 2024 Grand Opening.



STRENGTHENING THE NETWORK

OnSide continues to secure funding from partners to facilitate cross-Network projects and initiatives. These projects encourage a shared mission and provide opportunities for learning and evolving.

Over the last 12 months a number of multi-Youth Zone initiatives have been delivered including:

The President's Cup

A donation from the Stoller Charitable Trust funded the first President's Cup since Covid. This Network-wide event brought together over 400 young people from across the country in a number of sports and performance events, showcasing young people's talents and fostering new friendships.



Enterprise and creative arts projects

Enterprise and creative arts projects were delivered across the Network thanks to generous funding from the Burberry Foundation which supported Youth Zones for the first time. These included a photography project for young people at Legacy Youth Zone, building a race kit car at The Hive and a dance project at Manchester Youth Zone, celebrating its membership's diversity through learning different dance styles each week.

Winter Hunger Campaign

Donors responded to the cost of living crisis with St James's Place Charitable Foundation, Intermediate Capital Group, Burberry PLC and Ajaz Ahmend MBE and Ajaz.org giving substantial amounts towards a 'Winter Hunger' campaign, totalling £413,500. This enabled Youth Zones to provide 22,004 young people with 143,822 free meals between November and March.

"Since the introduction of free entry and free meals we have seen more young people than ever eat at the Youth Zone. The tables are always full and it's so nice to see young people sat together, eating their tea and having a conversation, something many of our young people don't get the opportunity to do at home. The funding for the Winter Hunger Campaign has allowed hungry young people to be fed at a time when financial pressures meant this wasn't always possible at home. We were seeing a negative impact on behaviour due to hunger. Providing meals has led to a transformation over the last few months."

Tom Jowett, Head of Youth Work, Warrington Youth Zone

Safeguarding

OnSide has worked collaboratively with the Network to further develop consistently high standards of safeguarding. We aspire to have an open and transparent culture at OnSide and across Youth Zones, where young people understand their right to live free from harm and abuse, and where staff and volunteers are trained to understand and commit to the expectations and their responsibilities towards protecting young people. This collaborative approach empowers young people to raise concerns about themselves or others, as needed, knowing that they will be supported and appropriate actions taken.

Systems and processes

Investment this year has been focussed on ensuring the stability of our systems and platforms as the Youth Zone Network grows. This has included:

- Working with an external consultant to complete a full and independent Data Protection audit.
- Developing a two-year IT and Systems Strategy, investing in a new role of Systems Administrator and restructuring existing job roles to best support delivery against our strategic goals.

- Improving OnSide's internal incident response, back-up and recovery processes.

We have also continued to support Youth Zones to enhance their systems knowledge and capabilities through:

- Developing new 'train the trainer' sessions and role specific training resources, widening impact and embedding knowledge across Youth Zones.
- Gaining agreement with Youth Zone CEOs to create a budget per Youth Zone per annum for new systems development work, which this year will be invested in improvements to the young people's member journey.
- Creating a new dashboard to facilitate the sharing of key metric data amongst the Youth Zone CEOs and Boards.



Talent Academy

The Talent Academy, our award-winning workforce development and training centre, continues to support development and career paths across OnSide and the Network.

This year the Talent Academy received a huge accolade and was awarded the Princess Royal Training Award for Excellence in Workplace Training. This prestigious award, in line with the City & Guilds values, is given to employers in the UK and Ireland who can prove that their outstanding training and skills development programmes have resulted in exceptional benefits for their business.

In addition to this, over the past 12-months:

28 youth workers gained knowledge and skills through the Level 2 Award in Youth Work Principles.

23 youth workers attended the Level 3 Youth Work Diploma course run in partnership with the National Youth Agency.

22 staff new to line management received people management training and mentoring.

13 Network Excellence Framework masterclasses were delivered to Youth Zone trustees.

17 people managers from OnSide developed more capability, capacity and confidence to lead teams and individuals.

15 senior youth work managers built skills in change management, coaching, resolving conflict, emotional intelligence and leadership.

14 CEOs from across the Network received training on fundraising, working with boards, crisis communications and media relations.

As we look ahead to next year, we aim to deliver more training on leadership and management, youth work excellence and develop the Talent Academy into an accredited centre for training delivery.

“The course gave me the confidence to apply for a more senior position. I now have a more senior role and manage a much larger team.”

Claire Crossfield, Mahdlo, Oldham Youth Zone



“I found the training really interesting and it has sparked lots of rich conversations about how we consult with young people, develop projects, and manage successfully.”

Jamie Pattinson, Warrington Youth Zone

“I’m now aligning my work to the strategy of the Youth Zone. I’m connecting with other Youth Zones and sharing best practise.”

Fahima Iqbal, Blackburn & Darwen Youth Zone

SPOTLIGHT ON WIGAN YOUTH ZONE'S 10 YEARS OF DELIVERY

Youth Zones are set up to support young people for the long term as shown by Wigan Youth Zone after it's first 10 years.

We caught up with Wigan Youth Zone's (WYZ) Chief Executive, Anthony Ashworth-Steen to talk about how the Youth Zone has evolved to continue to meet young people's ever-changing needs and what their key drivers of success are.

What's been the biggest highlight for the Youth Zone over the past decade?

It is very hard to pick one moment over the course of the last decade although a highlight has been the way in which the community has taken WYZ to their hearts – the charity is seen as an asset which brings a lot of value to the borough. Integral to this is the partnership and support we received from Wigan Council from the very beginning. We were thrilled to have recently received a Star on Believe Square, the highest accolade issued by the Council to individuals and organisations who have made a significant difference.

But I think, ultimately, the biggest highlight must be the three-quarters of a million engagements with young people we have facilitated through the services of our charity – any one of which, could have been the lightbulb moment that changed the course of someone's life.



What would you say are the key drivers of WYZ's success?

Young people are a key driver to our success; as a charity as we would not be here, and we would not stay relevant, without them – they are our lifeblood.

But, in order to provide meaningful opportunities for young people we rely on a variety of stakeholders who all play an important role in the running and sustainability of the charity – namely, an exceptional team of staff and volunteers supported by our Trustees, Patrons, supporters, partners and, ultimately, the community we are part of.

LIAM'S STORY



My son, Liam heard about The Hive through his school. He finds it difficult to engage in leisure activities and groups due to his learning disability, communication difficulties and anxiety. We've tried various groups over the years with variable success, so we decided to try The Hive's inclusion session, Hiveability.*

Liam was quite nervous when he started attending. He needed lots of encouragement to try the different activities and hardly spoke to staff or other young people. Now he looks forward to attending every week and talks about what he will do when he's there. He walks in confidently and interacts with the staff on the front desk to give his name and to pay his 50p. He sometimes asks for ear defenders independently, and uses speech, gestures or proloquo2go, an easy-to-use communications app for

people who cannot speak or need help being understood.

What he likes the most is seeing his favourite staff members who make him feel safe, secure and happy. I think these supportive relationships have helped him to try new activities and to feel more comfortable communicating. He also absolutely loves the Monday cricket session – he looks forward to this all week.

The Hive has had an amazing impact on Liam. He used to watch the different activities from the side-lines – wanting to join in but not feeling able to because of anxiety and communication difficulties. Now he actively participates with a great big smile on his face. He still needs a little encouragement from The Hive staff at times but is much more receptive to this. He has become so much more independent. He won't even let me in the sports hall when



he's playing cricket, but I love watching him from the outside – seeing him looking so relaxed and joining in so happily."

Mum of Liam, 18 from The Hive, Wirral's Youth Zone

**name has been changed*



YOUNG PEOPLE FIRST

Over the last year, Youth Zones have continued to support young people to not only try new activities, but to take part in opportunities across the Network and beyond.

The last year saw our first international exchange trip take place between New Bedford, Massachusetts, USA and Horizon, Grimsby Youth Zone, funded by the Heritage Lottery and American Embassy Grants Programme. Young people from America who were part of community and arts organisation 3rd Eye, came over to the UK to meet Horizon's Young People's Development Group (YPDG) and took part in a range of activities in London and Grimsby. The group then flew out to America to learn about the history and heritage of New Bedford, connect with community groups and support a number of local projects and marches.



In Summer 2022, 20 of our Young Ambassadors took part in a week-long residential at the Eric Wright Water Adventure Centre, to develop leadership skills and confidence through participation in an outdoor education programme.

The Young Leaders alongside young people from the Network continued their leadership role by taking part in a trial residential at YMCA, capturing and sharing their experience of the power and benefit of residential work. The feedback and input from young people was central to securing funding for a three-year programme of residentials for young people across the Youth Zone Network.

Members of the YPDG's at WEST, Hammersmith and Fulham Youth Zone and Horizon, Grimsby Youth Zone have continued to play key roles in the development of these projects. In February they came together for a residential tour of Youth Zones in the North West, visiting Wigan Youth Zone, The Hive, Wirral's Youth Zone and our newest Youth Zone, Warrington where they met other young people and young leaders, spent time with our property and construction team, and tried out the activities on offer in the Youth Zones.



BUILDING AN INCLUSIVE, DIVERSE CULTURE

Reflecting on our progress in Equality, Diversity and Inclusion for the 2022/23 period, we are proud of the practical steps we have taken to build on the commitments outlined in our ED&I strategy.

This year our employee diversity steering group, FREDIE (Fairness, Respect, Equality, Diversity, Inclusion and Engagement), has continued to provide focus and challenge to OnSide's Strategy Team – bringing fresh ideas and ensuring that it remains accountable. To maintain diversity of thought, the group's membership has rotated and KPIs revised to set clear metrics for success. As an indication of the strategic importance of ED&I, this has included our Chief Executive Jamie Masraff taking on the role of FREDIE chair – a move that will ensure continued focus on this crucial area of our work among OnSide's senior leadership.

FREDIE has led a vibrant internal events programme, educating and inspiring our colleagues through initiatives celebrating National Inclusion Week, Black History Month and Pride. It has also developed new resources for colleagues including an Unconscious Bias Pledge, and an Inclusive Language Guide, enabling us to learn and each play our part in creating true equity. We have also continued to build our ED&I training with the introduction of a new allyship programme.

Culture continues to be a key focus. Our People Team has reviewed and revised our recruitment processes with a range of developments, including anonymous applications, adding a prominent commitment to ED&I within all adverts and developing an updated selection process. ED&I is now a central focus in all people processes, including performance management and appraisals. Unconscious bias training has also been woven into the induction process.

We also continue to make progress across the broader OnSide Network. Following a successful pilot, we launched a new reverse mentoring scheme involving both OnSide and Youth Zone employees, fostering cross-Network connections. We also joined Business in the Community's Cross-Organisational Mentoring Circles programme to impact underrepresentation at senior levels. Our award-winning workforce development and training centre, the Talent Academy, has prioritised weaving ED&I into all our programmes, ensuring delivery is inclusive and accessible for all participants.

As we look ahead, we are committed to creating a culture that fosters diversity. A truly diverse organisation is one that makes better decisions, generates new ideas, achieves greater success, and attracts and retains the best people.

While we have made progress, more remains to be done and our ambition remains high - as does our commitment to embedding ED&I through every aspect of our work.



RAISING ONSIDE'S NATIONAL PROFILE

One of our key strategic goals is to raise OnSide's national profile and in doing so increase awareness and understanding of youth work.

This year our communications team has made real progress in this area, building our reputation with key audiences as a trusted, expert voice that can shine a light on the youth sector and make the case for high-quality youth work.

We launched our first flagship research called 'Generation Isolation' in partnership with YouGov. The report captured insight on how young people spend their time outside of school and the results told us that 77% of young people spend the majority of their free time at home, and 51% alone in their bedrooms – enabling us to work with media to place stories about why Youth Zones and the social connections they foster are so crucial.

The research was featured on a live BBC News channel piece and received 21 pieces of national coverage in publications including The Metro, The Times, Telegraph, The Sun and the Daily Express, reaching an accumulative readership of 24,485,775 people with key messages about OnSide and our work.



We also secured a number of high profile brand partnerships which allowed us to amplify our messaging on a greater scale. Our partnership with UFC has generated ongoing coverage as we utilised the partnership to champion youth work.

In December we partnered with Amazon for their Christmas campaign to highlight the important role youth centres play in helping young people to access opportunities. To celebrate the partnership we worked with Amazon to create a high profile media event at Legacy, Croydon Youth Zone with BAFTA award winner John Boyega, who paid a surprise visit to unveil a huge Amazon Christmas gift for

members and share his story of involvement in youth centres.

The event generated high engagement including a live interview with Sky News, 17 pieces of national media coverage and 135k views on John Boyega's Twitter post.

This year in total we achieved 57 national media mentions - which is more than five times higher than the target for the year, initially set at one national press mention a month. Our media coverage reached a potential 30,023,976 people.

We have taken further steps towards positioning ourselves as a trusted voice within the youth sector through launching a youth work blog series alongside a monthly blog from our CEO Jamie Masraff to highlight the key issues facing young people and how youth work can be a solution.

As we look ahead to next year, we will continue building on progress made. Through doing so we we aim to gain better visibility, increase our number of supporters and advocates and create meaningful partnerships that will benefit more young people.

WORKING COLLABORATIVELY

We're working hard to be agile and responsive to the changing needs of young people post-Covid and as the increasing cost of living affects them.

Collaborative working with local and national partner organisations helps Youth Zones to maintain a fresh and relevant programme of activities and opportunities that meets young people's evolving needs.

Network partnerships with the Lawn Tennis Association and British Wheelchair Basketball have provided Youth Zones with new sports equipment and staff training. A new relationship with the Oxford University Press will see pop-up exam revision sessions led by teachers to support young people's educational progress.

Our relationship with the Duke of Edinburgh Award has continued this year, with increasing numbers of young people across the Network taking part in programmes through their Youth Zone. We hope to see five more Youth Zones becoming accredited centres in the coming year, widening access to young people who might not otherwise participate.

Youth Zones across London joined forces in partnering with Charity Extra on an innovative,

collective crowd-funder. Culminating in an intense 36-hour campaign, with over £660,000 donated.

Our relationships with government and across the youth sector continue to strengthen, particularly through the Back Youth Alliance, a collaboration of some of the UK's leading youth charities striving to present a coherent voice with and for young people. Young people representing Back Youth Alliance organisations across the country met with Rt Hon Stuart Andrew, Parliamentary Under Secretary of State, (Department for Digital, Culture, Media and Sport and Minister for Equalities), to discuss what young people want from youth services.

The youth sector is often undervalued; a coherent overall picture of collective impact will help enhance our standing. We're committed to playing a key role in developing this, and with backing from the Department for Culture, Media and Sport, YMCA George Williams College are leading

the Back Youth Alliance organisations in developing and implementing an approach to common outcomes and shared measurement to demonstrate the collective impact of youth work on young people. This will create a common language for youth sector organisations to talk about their work and the difference it can make to young people's lives, shining a light on the need for further investment into the youth sector.



It is a privilege to be part of this exciting initiative. For us it is a culmination of more than ten years of work and is a genuine opportunity to support transformation in the way we think and talk about the impact of youth provision. National organisations and networks like OnSide, with their extensive reach, are key to transforming the ambition into reality."

Bethia McNeil, Chief Executive, YMCA George Williams College

KATIE'S STORY



Before I came to Future I spent a lot of time at home, I was quiet and I didn't really socialise much. I've always loved music, so I spent a lot of time doing that, and gaming. I started coming to Future as soon as it opened.

I knew I wanted to make friends, and the music room became my favourite place. I love Future Fridays, it's all good vibes – especially singing with Clinton!

Since then I've got to know the youth workers really well and made lots of new friends.

I've grown my music at Future, and it's really helped me gain confidence – I've performed at 100 Becontree Festival and with Barking Abbey.

Future's introduced me to a lot of new things like football, rock climbing and arts – before I was just interested in music.

Youth workers are really good for your mental health – someone to talk to who you know won't judge you, they're always there to help.

I would rather talk to a youth worker than my family, if you build a relationship with a youth worker you can trust, you know they are there for you.

Before starting Future I had no clue where I would end up. I always loved music but I didn't know what I wanted to do with it. Now I know I want to be a youth worker and get other people into music. If I could, I would work here and do what Clinton does.

This place means a lot to me – it's made me realise what's really important. One of my highlights is being an Ambassador for OnSide. Future has done a lot for me and being an Ambassador makes me feel like

I'm representing them – I want to do a lot for them too."

Katie, 17 from Future, Barking & Dagenham Youth Zone





**TRUSTEES'
REPORT AND
FINANCIAL
STATEMENTS
2022-23**

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Contents

.....	
Reference and administrative details of the Charity, its Trustees and advisors	25
.....	
Trustees' Report	26
.....	
Independent Auditor's Report on the Financial Statements	38
.....	
Statement of Financial Activities	41
.....	
Balance Sheet	42
.....	
Statement of Cash Flows	43
.....	
Notes to the Financial Statements	44
.....	

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

REFERENCE AND ADMINISTRATIVE DETAILS

Charity Name:

OnSide Youth Zones

Charity Registration:

1125893

Company Registration:

06591785 (England and Wales)

Registered Office:

Suite GE
Atria
Spa Road
Bolton
Lancashire
BL1 4AG

Bankers:

Handelsbanken plc
6 The Courtyard
Calvin St
Bolton
BL1 8PB

Auditors:

Crowe LLP
3rd Floor
The Lexicon
Mount Street
Manchester
M2 5NT

Solicitors:

Hill Dickinson LLP
No.1 St Paul's Square
Liverpool
L3 9SJ

Bates Wells
10 Queen Street Pl.
London
EC4R 1BE

Teacher Stern LLP
37-41 Bedford Row
London
WC1R 4JH

The following people served as Directors/Trustees of the Charity during the period:

C Mindenhall (Chair)
J Allen
AM Headley
C W Holroyd CBE DL
A Hoult
M Jackson
J C Roberts (resigned 26 Sep 2022)
A M Buwe (appointed 11 July 2023)
M Evans (appointed 11 July 2023)

Chief Executive Officer

Kathryn Morley (resigned 31 Dec 2022)
Jamie Masraff (appointed 01 Jan 2023)

TRUSTEES' ANNUAL REPORT 2022-23 ON INSIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

AIMS AND ACTIVITIES

It's about opportunity.

Potential is everywhere. But while some young people get every opportunity to explore theirs, others don't. We're OnSide, a national charity determined to make sure that all young people have the opportunity to shine. The chance to discover their passion and their purpose.

We fundraise for, build, launch and support a network of state-of-the-art, multimillion-pound Youth Zones in the UK's most disadvantaged areas. These are incredible spaces filled with energy, inspiration and highly skilled youth workers who truly believe in young people.

This is passionate, properly-funded youth provision. A unique partnership between young people and their community, local authorities and private business leadership, and a growing movement of supporters. Together, we believe that all young people need is a chance to discover what they've got and where it could take them.

It's about opportunity.

Principal activities:

OnSide was set up to develop strong local, public and private sector partnerships to act as a catalyst for investment in state-of-the-art facilities for young people. Bolton Lads and Girls Club (BLGC) inspired the pioneers of OnSide to replicate this across the country, since the charity's inception, we have gone on to design, build and launch the 13 other Youth Zones in operation today, continually evolving the successful model, values and ethos.

The changes and differences that the Charity seeks to make are that by leading and supporting the development and sustainment of high-quality youth work at scale in many towns and cities, thousands of young people will have a place where they can go, be safe, meet friends, get active, feel at home, be supported when experiencing challenges, learn new skills, enjoy themselves and be inspired.

Our focus:

- Establish Youth Zone charities in further towns and cities, with all the foundations they need to flourish in the long term
- Lead on every aspect of the design, build and operational delivery of the new Youth Zone facilities
- Ensure Youth Zone charities are embedded within local communities, so they fit with the local strategy for youth provision and are founded on strong, local partnerships
- Support the local Youth Zone boards in governance, strategy and delivery
- Strengthen and protect the OnSide brand
- Provide coordination and support for the OnSide Network, a federation of independent Youth Zone charities.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

We strengthen the network through:

- Supporting the use of our unique Excellence Framework as a consistent tool to continually improve delivery
- Leading/supporting Network bids to funders, in partnership with the Youth Zone teams to drive income
- Supporting the Youth Zones in the recruitment of key staff – including stepping into critical vacancies whilst employment is secured
- The continuation of the Network-wide Talent Academy programme; delivering training and development opportunities for staff throughout the Youth Zone Network including Chief Executives, Fundraising Managers, Business Admin Managers, Heads of Youth Work and Youth Worker, substantially strengthening the collective capability of the Network
- Developing the high-level skills of Youth Zone Trustee boards to ensure excellent standards of governance
- Supporting the creation of local communication and fundraising strategies and tools to enable the Youth Zones to raise their public profile and income
- Supporting the application of the impact measurement tool used across the Youth Zone Network to enable the Youth Zones to generate compelling evidence-based impact of their work

- Developing youth participation opportunities throughout OnSide and the OnSide Network to ensure young people are at the heart of everything we do
- Supporting and continually enhancing our Network-wide business critical systems for membership data, finance and HR / time recording
- Facilitating the sharing of best practice across the Network in a wide range of operational and functional areas of the Youth Zones.

Our volunteers:

Throughout the period all members of the board of Trustees made valuable voluntary contributions to the Charity's work in terms of governance, professional and business experience, financial planning, fundraising and leading initiatives in individual target towns and cities across the region. Such contributions were, on average, equivalent to three full days each calendar month but on occasion are much more.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

ACHIEVEMENTS AND PERFORMANCE

In 2022/23, the Charity's main achievements were:

- Provided the Network of 14 live Youth Zones with funding, support and guidance. Youth Zones span the country and are located in: Barking & Dagenham, Barnet, Blackburn, Bolton, Carlisle, Chorley, Croydon, Manchester (North), Manchester (East), Oldham, Wigan, Warrington, Wirral and Wolverhampton.
- Supported the Youth Zones to recover to full operation following 2+ years of interrupted delivery during the pandemic; delivering services and support to 55,706 young people through the period. Engaging young people to once more attend Youth Zones in person to the same participation level as pre-pandemic (and beyond) illustrates the continuing demand for the Youth Zones' support.
- Secured an unprecedented level of capital funding from DCMS via the Government's Youth Investment Fund to build and launch five new Youth Zones across the UK in a package worth up to £41M; this will see us reach tens of thousands more young people across the UK in the next 2 years in South Bristol, Crewe, Grimsby, Preston and Salford.
- Also took significant steps forward in projects in Barnsley and Thurrock
- Launched Warrington Youth Zone on 2 Jul 2022 and progressed at pace with the construction of Hammersmith & Fulham Youth Zone (part of the wider EdCity development in the area), with opening planned for Spring 2024.
- Continuation of the work of our bespoke Talent Academy – providing specialist training and development opportunities to key roles across the OnSide Network, covering: Board Governance, Safeguarding, Aspiring Leaders, Fundraisers and Youth Workers via both training modules and formal qualifications.
- Chaired the Back Youth Alliance, a collaboration of senior leaders and youth representatives from some of the UK's leading youth charities, working together to present a coherent voice to decision-makers with and for young people.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

- A number of multi-partner projects co-ordinated by OnSide were delivered in the period; with the aim of these projects to support strategic youth work programmes and high-quality youth provision across the Network. This funding enables the Network to offer a variety of projects in direct response to the needs of young people, which this year included;
- The OnSide partnership with The Lord Mayor's Appeal was brought to completion after five tremendously successful years; the OnSide Network is indebted to the Trustees of the Appeal who have raised over £1.5M over the course of the campaign to support both OnSide and the London-based Youth Zones
- The continuation of the highly successful 'Culture of Health' project supported by the Oglesby Charitable Trust, CareTech Foundation, and the Rayne Foundation; This programme, now in its third and final year, has embedded a culture of physical, mental and nutritional health across the Youth Zones through capacity building and direct support to over 10,000 young people.
- An arts and mental health project across five Youth Zones delivered with funding from the Prudence Trust
- Funding from the Islamic Relief UK fund supported the development of a pilot programme, which we now aim to roll out across the Network
- Delivered a large scale, Network-wide 'winter hunger' programme to support young people at the peak of the cost-of-living crisis through Winter 2022/23 thanks to funding from St James's Place Charitable Foundation, Burberry plc, Intermediate Capital Group, and Ajaz Ahmed MBE and Ajaz.org
- Continued to work closely with The OnSide Foundation in securing commitments of both capital funding to new Youth Zone projects as well as unrestricted and restricted revenue funding worth £5M to OnSide and the Youth Zone Network this period.
- Cultivating and maintaining close relationships with representatives from both the local private and public sectors to fund, support and promote the Youth Zones.
- Continuing the delivery of OnSide's 2021-24 Strategic Plan, including carrying out a large scale research project with YouGov, labelled 'Generation Isolation' to raise awareness of the vital importance of youth centres.
- Continued to deliver our Equity, Diversity & Inclusion Strategy, supported by OnSide's E, D & I Focus Group, with improvements made to our recruitment practices and further staff training delivered over this period.

TRUSTEES' ANNUAL REPORT 2022-23 ON INSIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

FINANCIAL REVIEW

Summary financial review

2022/23 was a significant year for the Charity; growing both the Network of Youth Zones and our status as a national charity. This ambition was reflected in the financial performance of the Charity with income increasing yet stable at £8,075,173 and an increase in unrestricted reserves to the level of £2,592,636:

A summary of the income and expenditure for the year ended 31 March 2023 is as follows:

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Total incoming resources	4,744,883	3,330,255	8,075,138	6,101,154
Total resources expended	(3,554,112)	(4,360,001)	(7,914,113)	(5,971,810)
Net movement in funds for the year	1,190,771	(1,029,746)	161,025	129,344
Fund balances at 31 March 2023	2,592,636	4,028,624	6,621,260	6,460,235

The positive net movement of £1,190,771 of unrestricted funds will increase the Charity's unrestricted reserves and strengthen the financial position as we move into an era of new growth funded by an exceptional level of capital investment; the Charity is fulfilling its reserves policy (outlined below).

The board have considered the principal risks facing the Charity which include; shortage of revenue funding to meet development aspirations, failing to fulfil scaling ambitions, substandard performance (or insolvency) of a main contractor, increasing costs of construction, failure to raise

sufficient revenue funds to launch a new Youth Zone project. An extensive risk register is established with specific mitigating actions; this register is reviewed by the Strategy Team quarterly and elevated to the board annually and more frequently when consideration of new or changeable risks is required. The board also consider the relative impact of the mitigating actions and look to strengthen these where required.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

PRINCIPAL FUNDING SOURCES & FUNDRAISING STATEMENT

Principal funding sources

The Trustees wish to record their thanks to all those Trusts, individuals and companies who have made donations to support the work of the Charity. Over the last year this included The OnSide Foundation and its supporters, AKO Foundation, Amazon, Blenheim Chalcott, Bruntwood, Burberry plc., Charles and Lara Mindenhall, the Hopkinson Family, the Lord Mayor's Appeal, Regatta Foundation, Sebastian Coe Charitable Foundation, Seroussi Foundation, UBS Optimus Foundation, Vistra, Whinfell Charitable Fund and those donors who wish to remain anonymous. We are also grateful to a wide range of friends who supported us through more general fundraising activities.

Project specific grant funding for essential grassroots activity delivered across the Youth Zone Network was welcomed from Burberry plc., the Burberry Foundation, CareTech Foundation, Fusion 21, Intermediate Capital Group, Islamic Relief UK Foundation, Lego Foundation, Lord Mayor's Appeal, Oglesby Charitable Trust, Ajaz Ahmed MBE and Ajaz.org, the Prudence Trust, the Rayne Foundation, St James's Place Charitable Foundation, UBS Optimus Foundation, UFC (Zuffa LLC), and 29th May 1961 Charitable Trust.

Trustees would also like to extend their thanks to all those who have supported the creation of new Youth Zones through gifts either direct to the Youth Zones or to The OnSide Foundation. These donations help extend the reach of the OnSide Network and ensures that many thousands more young people will be supported locally. Specific mention must be made of DCMS and the Social Investment Business group who together are providing significant support and investment which will propel the expansion of the Youth Zone Network.

Together, all funders ensured that front line support for young people could continue and indeed to be strengthened, throughout another incredibly challenging year for young people across the country.

Fundraising statement

OnSide generates capital donations for new Youth Zone projects; revenue pledges for new Youth Zones which fund the first three to four years of operation; support for Network-wide delivery projects; and income for OnSide's core activities. Capital projects, Network-wide projects, and OnSide core operation is primarily made possible thanks to major donations from private philanthropic individuals, corporates, and national charitable trusts and foundations. Revenue donations for new Youth Zone projects are typically received from philanthropic individuals and corporates local to each project; fundraisers are seeking Founder Patrons, whereby donors commit gifts of £25,000 or more per year for three or four years and are usually specifically directed to a named future Youth Zone.

Charitable trust and grant income is applied for, via bid submission, by members of the Trusts & Grants Team. Private individual and corporate support is sought through the actions of the Philanthropy teams that are geographically located around the country; fundraisers work alongside individuals who express an interest in our work. Occasionally, when an opportunity arises, we will host a large-scale private event that generates income. The public are not asked to participate in our fundraising.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

Our campaigns are successful. In the financial year the capital and revenue campaigns delivered income in line with the needs of the projects.

The Charity is registered with the Fundraising Regulator and works in a compliant way with the Code of Practice and does not employ third party or commercial participators to undertake our fundraising. The Charity does not operate mass fundraising campaigns, cold calling or street-based collections. We have received zero complaints about our fundraising work.

Investment powers and policy

Under the Memorandum and Articles of Association, the charitable company has the power to make any investment which the Trustees see fit. Investments are made where required to further the aims and objects of the Charity. The Charity does not currently hold any investments other than cash on deposit with Handelsbanken plc.

Reserves policy

The board of Trustees of OnSide Youth Zones has established a reserves policy which appropriately reflects the risks to which the Charity is exposed. In compliance with such policy, it will review regularly both the sum it wishes to hold in unrestricted reserves and the basis for that figure. The reserves policy considers ongoing fixed costs, excludes variable costs and does not consider expenditure which is linked to restricted projects and therefore covered by restricted funds.

Currently, the Charity has a reserves policy of 3 months. During the annual review of this policy, the Trustees considered: current uncertainty of the economic climate, rising costs, an anticipated increase in demand for our

services, a significant scaling up of delivery of new Youth Zones over the next 24 months. In due consideration of this, the Trustees have agreed that the Charity will temporarily amend the current reserves policy and carry a higher level of unrestricted reserves at 3-6 months throughout the next financial period.

Unrestricted reserves at 31 March 2023 amounted to £2,592,636 (equivalent to approximately 9 months cover); the Charity is fulfilling our enhanced reserves policy. The Trustees expect the level of reserves to fall back to a level closer to the minimum policy following the extended period.

Charity reserves are reported monthly to the board through the Management Accounts pack, and Trustees continue to monitor income, expenditure and the level of unrestricted reserves. The board of Trustees met five times over the last financial period.

To achieve clear separation between OnSide and new Youth Zone projects, as a project goes 'live' OnSide operates a model that results in funds received and expenditure incurred for the development and construction of new Youth Zones being held and defrayed by a separate charity specific to each Youth Zone project. Only Manchester Youth Zone remains in the fixed assets of OnSide.

The Trustees will continue to review the amount to be held in reserves during 2023/24 and respond appropriately to the changing external environment.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

Going concern

The Financial Statements are prepared on a going concern basis.

The Trustees have reviewed the ability of the Charity to continue to operate as a going concern, considering the residual impact of the pandemic, global events and other external environmental pressures in this review. After careful analysis of the Charity's income, expenditure and unrestricted reserves, the Trustees are confident in the Charity's ability to continue as a going concern. Through the Strategy Team, the Trustees continue to maintain tight control of the fixed cost base and a clear line of sight of the financial health of the Charity. The Trustees have not identified any material uncertainties about the Charity's ability to continue as a going concern for a timescale of at least 12 months from the date of signing of the Trustees' Report and Financial Statements.

The Charity's 2023/24 budget has been established in consideration of both the internal and external environments and this provides supporting evidence to the going concern assessment.

Plans for future periods

The aims and objectives of the Charity remain the same; to fund, build, launch and support a network of state-of-the-art, multimillion-pound Youth Zones in the UK's most disadvantaged areas. The need for Youth Zones has never been greater and thankfully the pace of new Youth Zone projects has been accelerated by multiple successful capital fundraising campaigns, primarily via the Youth Investment Fund and various Towns Fund bids across the UK. We are grateful to our extraordinary supporters who have risen to the fundraising challenge in 2022/23 allowing both

OnSide and the Network to continue to offer a full package of support to young people.

Through this incredible support, we are establishing Youth Zones in new parts of the country. With each new site identified, our focus moves to raising the capital for each project, and then onto raising funds to sustain each c£1.4M per annum operation. Donors to OnSide allow us to invest in this growth whilst also ensuring that we provide support for the operating Network, helping them to flourish as local charities. Under this vision, throughout 2023/24 we will continue to deliver this by;

- Complete the building of WEST Youth Zone in Hammersmith & Fulham.
- Continuing to grow the OnSide Network, progressing our new Youth Zone projects in Crewe, Grimsby, South Bristol, Preston, Salford, Thurrock and Barnsley and other areas across the country, while raising the funding necessary for this expansion of the Network.
- Refining and improving our Youth Zone model and offer for all new Youth Zones we establish to ensure they open with the best possible offer and are even more sustainable in the future.
- Strengthening the OnSide Network by strengthening the Talent Academy, our culture of youth participation, and the other assistance we provide open Youth Zones to support the delivery of excellent youth work across our Network.
- Strengthening OnSide's financial sustainability by expanding our own group of major supporters

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

- Further raising OnSide's profile and reputation as a respected national brand that champions youth work and young people, has a unique understanding of the challenges facing young people and their potential, and a proven and desirable model that supports and empowers them at scale nationwide.
- Strengthen the OnSide Board through the recruitment of new Trustees who bring additional skills and experiences to support the strategic oversight of the charity.
- Fully deliver our Equity, Diversity & Inclusion Strategy to ensure OnSide is an inclusive employer with a diverse workforce, where everyone's skills, experiences, talents and differences are nurtured, respected and celebrated, and everyone helps us to reach our goals.
- Consider OnSide's future direction beyond this year through the development of a new three-year Strategic Plan.

Restricted funds and delivery contracts

Throughout 2022/23 we were able to continue the delivery of over 20 restricted projects; growing in strength and breadth over the last few years, meeting all monitoring and reporting targets. Of the two projects temporarily paused during the pandemic, in collaboration with the funders, both are now successfully completed.

Public benefit & volunteers' contribution

All the activities of the Charity (as summarised above) were undertaken to further its charitable purposes for public benefit. The provision of high-quality town and city centre facilities for young people responds to a clear, ongoing demand from young people, parents and wider communities for more and better places for young people to go.

We raise funds for and build state-of-the-art, multimillion-pound Youth Zones in the country's most economically disadvantaged areas. We train the amazing people that run them. We offer continuing support – and the nationwide OnSide Network where they can learn and grow, share their stories and celebrate their success together.

When a Youth Zone is established within a city, it becomes a focal point for the community to help support young people through a variety of means, often as volunteers within the Youth Zone. Although providing a service to all young people, each of the facilities to be built or developed by OnSide will focus on attendance and participation by young members of surrounding communities who will be able to enjoy affordable access to all the opportunities that the Youth Zone provides.

Establishing a Youth Zone leads to improved achievements and enhanced aspirations amongst young members of the local communities. They will be happier, healthier and make more constructive use of their leisure time which will help reduce nuisance and anti-social behaviour. Longer term public benefits will include improved health, reduced crime, enhanced learning and employability and greater community cohesion. Because when we really invest in young people, we all benefit – from who they are now to everything they might become and achieve.

The Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission.

TRUSTEES' ANNUAL REPORT 2022-23 ON-SIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

OnSide Youth Zones is a company limited by guarantee without share capital and registered under the Companies Act 1985, registration number 06591785. The company is governed by its Memorandum and Articles of Association dated 9 May 2008, as amended by special resolution dated 8 September 2008. Management of the company's affairs is vested in the co-directors. The Charity's objects and the company name were amended by a further special resolution on the 18 July 2013. The change of name was lodged with Companies House on the 4 September 2013.

In the event of a winding-up, the present members and those who have ceased to be a member within one year of such an event have guaranteed the liabilities of the company to the sum not exceeding one pound each.

Recruitment and appointment of Trustees

New Trustees will be recruited according to the needs of the Charity and the suitability of possible candidates. Once the board are made aware of potential candidates, a thorough vetting process is undertaken to ensure the suitability of candidates before appointment. The vetting procedure is in line with the Charity Commission guidelines and includes searches of the insolvency and bankruptcy registers, Companies House register of disqualified trustees, the completion of the Charity Commission Automatic Disqualification Declaration, an enhanced Disclosure and Barring Services check and a conflict of interest disclosure. Following the satisfactory completion of all checks, a unanimous approval of existing Trustees is required to confirm potential candidates' appointment.

The Memorandum and Articles of Association states that the number of members shall have no maximum and shall not be less than three.

Full details of the rules are contained in the company's Memorandum and Articles of Association, dated on incorporation on 9 May 2008, which may be inspected at OnSide Youth Zones' premises.

Trustee induction and training

The induction of new Trustees may commence ahead of formal appointment (which is subject to the satisfactory completion of the vetting process mentioned above). Potential candidates are provided with various Charity Commission guidance documents (including Safeguarding, and 'the Essential Trustee' guidance), local Youth Zone safeguarding, a copy of the most recent set of Financial Statements and board packs, Social Media Policies (where applicable) and a copy of the Memorandum & Articles of Association.

Following appointment, new Trustees are provided with a comprehensive induction to OnSide Youth Zones through the provision of in-house training. The induction process has been adapted to include both remote and in person sessions and new Trustees have participated in comprehensive handover meetings, where appropriate.

TRUSTEES' ANNUAL REPORT 2022-23 ONSIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

Organisational structure

OnSide is governed by its Trustee board, which is responsible for strategic direction, driving the vision of the organisation, governance and policy setting. The Trustees carry the ultimate responsibility for the conduct of OnSide and for ensuring that the Charity satisfies its legal and contractual obligations. Trustees meet five times per year as standard (though they met more frequently throughout the pandemic) and have been supported by the Senior Management Team who, under the guidance of the board, deliver the operational management of the Charity. The Trustee board is also supported by a Finance Committee and a Nominations & Remuneration Committee, with nominated Trustees sitting on each Committee alongside a senior member of the team.

The Strategy (Senior Management) team consists of the Chief Executive; the Deputy Chief Executive, Directors of Finance, Human Resources, Fundraising, Communications & Brand, and the Head of Network Support. This team meets four times a year with a specific focus on strategic topics, supplemented by weekly meetings on more general operations to ensure effective decision making at pace.

The Trustee board is independent from management.

Related parties

Transactions with related parties are disclosed in Note 25 to the financial statements and in accordance with section 9 of the Charities SORP (FRS 102) (Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)).

No Trustee received remuneration or other benefit from their work with the Charity. Any connection between a Trustee or senior manager of the Charity with a connected party (including donors, suppliers and staff) must be disclosed to the full board of Trustees in the same way as any other contractual relationship with a related party.

Pay policy

The Trustees consider the board of Directors, who are the Charity's Trustees, and senior employees (Chief Executive, Deputy Chief Executive and Director of Finance) comprise the Key Management Personnel of the Charity. This group is in charge of directing, controlling, running and operating the Charity on a day-to-day basis. All Directors (Trustees) give of their time freely and no Director received remuneration in the year. The remuneration of the full staff team is reviewed annually by the Remunerations Committee and, if financial resources allow, generally increased in accordance with average earnings.

Risk management

The Trustees operate a considered and thorough approach to identifying and managing the major risks to which the Charity is exposed. The risk register, which has been under regular review this year, is presented and reviewed annually (as a minimum) by the Trustee board; the Strategy Team review the register quarterly and where a significant change in risk level or type has been identified, will escalate this to the Trustee board more frequently.

TRUSTEES' ANNUAL REPORT 2022-23 ON INSIDE YOUTH ZONES

(Sections 2-5 represent the Strategic Report for the purposes of Companies House)

.....

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

Company law requires the Charity's Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the Charity's incoming resources and application of resources during the period and of its state of affairs at the end of the year. In preparing those Financial Statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements, and;
- prepare the Financial Statements on the going concern basis unless it is inappropriate to assume that the Charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enables them to ensure that the Financial Statements comply with the Companies Act 2006. The Trustees 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.

The Trustees confirm that so far as they are aware, there is no relevant audit information of which the Charity's auditors are unaware. The Trustees have taken all the steps that they ought to have taken as Trustees in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

Statement as to disclosure to our auditors

The Trustees confirm that the financial statements comply with current statutory requirements, the requirements of the company's Memorandum and Articles of Association and the requirements of the Charities SORP.

The Trustees' Report was approved and was signed on behalf of the Trustees by:



.....
Position: Chair, Company Director and Trustee

Date: 28 September 2023
.....

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Independent auditor's report to the members of OnSide Youth Zones

Opinion

We have audited the financial statements of Onside Youth Zones (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 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 Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council'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 other information comprises the information included in the Annual report other than the financial statements and our Auditor's report thereon. The Trustees are responsible for the other information contained within the Annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Independent auditor's report to the members of OnSide Youth Zones (continued)

Matters on which we are required to report by exception

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

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

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is

a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Charities Act 2011 legislation.

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience, through discussions with the Trustees, and from inspections of the Charities' board minutes and legal and regulatory correspondence. We discussed the policies and procedures regarding compliance with laws and regulations with the Chair.

We assessed the susceptibility of the financial statements to material misstatement, including how fraud might occur, by meeting with management from relevant parts of the business to understand where management considered there was a susceptibility to fraud. We also considered the potential for management to manage earnings and influence the perceptions of the financial statements.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Independent auditor's report to the members of OnSide Youth Zones (continued)

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and the timing of recognition of income.

Audit procedures performed by the engagement team included:

- Evaluation of the design of controls established to address the risks related to material irregularities in the financial statements; Testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be large or relating to non-routine transactions.
- Evaluation of income recognition policies and any judgements made around income recognition; reviewing the income system for significant deficiencies or susceptibility to fraud;
- Challenging assumptions and judgements made by management in their significant accounting estimates;
- Agreement of the financial statement disclosures to underlying supporting documentation;
- Making enquiries of management;
- Review of minutes of board meetings throughout the period;

Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. These inherent

limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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. This description forms part of our Auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Vicky Szulist

Vicky Szulist
Senior Statutory Auditor
For and on behalf of

Crowe U.K. LLP

Statutory Auditor
3rd floor
The Lexicon
Mount Street
Manchester M2 5NT

Date: 1st November 2023

Crowe U.K. LLP are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Statement of Financial Activities (incorporating income and expenditure account) for the year ended 31 March 2023

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	4	3,170,924	6,250	3,177,174	2,890,228
Charitable activities:	5				
New and existing Youth Zone support		-	2,002,160	2,002,160	1,557,787
Fees receivable & shared services		1,500,852	-	1,500,852	637,543
Network project income		-	1,321,845	1,321,845	992,616
Fundraising	6	46,894	-	46,894	7,205
Investments	7	26,213	-	26,213	1,608
Other income	8	-	-	-	14,167
Total income		4,744,883	3,330,255	8,075,138	6,101,154
Expenditure on:					
Raising funds	9	33,459	-	33,459	1,621
Charitable activities	10	3,520,653	4,360,001	7,880,654	5,970,189
Total expenditure		3,554,112	4,360,001	7,914,113	5,971,810
Net movement in funds		1,190,771	(1,029,746)	161,025	129,344
Reconciliation of funds:					
Total funds brought forward		1,401,865	5,058,370	6,460,235	6,330,891
Net movement in funds		1,190,771	(1,029,746)	161,025	129,344
Total funds carried forward		2,592,636	4,028,624	6,621,260	6,460,235

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

The notes on pages 44 to 66 form part of these financial statements.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Balance sheet as at 31 March 2023

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	14	3,524,527	3,607,836
Total		3,524,527	3,607,836
Current assets			
Debtors	15	493,245	358,082
Cash at bank and in hand		5,149,581	2,884,798
Total		5,642,826	3,242,880
Creditors: amounts falling due within one year	16	(2,546,093)	(390,481)
Net current assets		3,096,733	2,852,399
Total assets less current liabilities		6,621,260	6,460,235
Net assets		6,621,260	6,460,235
Total net assets		6,621,260	6,460,235
Charity funds			
Restricted funds	18	4,028,624	5,058,370
Unrestricted funds	18	2,592,636	1,401,865
Total funds		6,621,260	6,460,235

The entity was entitled to exemption from audit under section 477 of the Companies Act 2006.


The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

However, an audit is required in accordance with section 144 of the Charities Act 2011.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

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

The financial statements were approved and authorised for issue by the Trustees on 28 September 2023 and signed on their behalf by:



Position: Chair, Company Director and Trustee

The notes on pages 44 to 66 form part of these financial statements.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Statement of Cash Flows for the year ended 31 March 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities	2,256,915	(22,745)
Cash flows from investing activities		
Dividends, interests and rents from investments	26,213	1,608
Purchase of tangible fixed assets	(18,345)	(10,015)
Net cash provided by/(used in) investing activities	7,868	(8,407)
Cash flows from financing activities		
Net cash provided by financing activities	-	-
Change in cash and cash equivalents in the year	2,264,783	(31,152)
Cash and cash equivalents at the beginning of the year	2,884,798	2,915,950
Cash and cash equivalents at the end of the year	5,149,581	2,884,798

The notes on pages 44 to 66 form part of these financial statements

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

1. General information

Onside Youth Zones is a charitable company limited by guarantee incorporated in England and Wales. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charitable company. The address of the registered office is given in the charity information on page 1 of these financial statements.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Onside Youth Zones meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

2.2 Going concern

The Trustees have reviewed the ability of the Charity to continue to operate as a going concern, considering the residual impact of the pandemic, global events and other external environmental pressures in this review. After careful analysis of the Charity's income, expenditure and unrestricted reserves, the Trustees are confident in the Charity's ability to continue as a going concern. Through the Strategy Team, the Trustees continue to maintain tight control of the fixed cost base and a clear line of sight of the financial health of the Charity. The Trustees do not have any material uncertainties about the Charity's ability to continue as a going concern for a timescale of at least 12 months from the date of signing of the Trustees' Report and Financial Statements.

The Charity's 2023/24 budget has been established in consideration of both the internal and external environments and this provides supporting evidence to the going concern assessment.

2.3 Income

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit. No benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Charity to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

2.5 Government grants

Government grants relating to tangible fixed assets are treated as deferred income and released to the Statement of Financial activities over the expected useful lives of the assets concerned. Other grants are credited to the Statement of Financial activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives using the straight-line method.

Depreciation is provided on the following bases:

- Long-term leasehold property - 50 years
- Fixtures and fittings - 3 years
- Computer equipment - 3 years

2.8 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

2.9 Cash at bank and in hand

Cash at bank and in hand includes cash 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.

2.10 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of Financial Activities as a finance cost.

2.11 Financial instruments

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Statement of Financial Activities on a straight line basis over the lease term.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

2.13 Pensions

The Charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the Charity to the fund in respect of the year.

The Charity makes contributions into certain individual employees' personal pension plans. Contributions paid are charged to the Statement of Financial Activities in the year in which they relate.

2.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Charity and which have not been designated for other purposes.

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

Investment income, gains and losses are allocated to the appropriate fund.

3. Critical accounting estimates and areas of judgment

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The trustees consider that there are currently no significant estimates or areas of judgemental uncertainty.

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements for the year ended 31 March 2023

4. Income from donations and legacies

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Donations			
The OnSide Foundation and its supporters	1,217,000	6,250	1,223,250
Bruntwood	18,696	-	18,696
General Donations	1,935,228	-	1,935,228
Subtotal detailed disclosure	3,170,924	6,250	3,177,174
Total	3,170,924	6,250	3,177,174

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Donations			
The OnSide Foundation and its supporters	2,088,375	-	2,088,375
Bruntwood	18,696	-	18,696
General Donations	704,792	85,000	789,792
Subtotal detailed disclosure	2,811,863	85,000	2,896,863
Donations	(6,635)	-	(6,635)
Subtotal	(6,635)	-	(6,635)
Total	2,805,228	85,000	2,890,228

ON INSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

5. Income from charitable activities

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Youth Zone Development & Projects			
Lord Mayor's Appeal	-	183,584	183,584
Culture of Health	-	144,855	144,855
Prism Hunger Project	-	25,304	25,304
UFC Project	-	20,248	20,248
New Bedford residential project	-	9,156	9,156
Burberry Project	-	217,260	217,260
Talent Academy Project	-	115,407	115,407
Winter holiday hunger programme	-	418,500	418,500
Lego build the change project	-	50,000	50,000
Prudence Trust	-	125,750	125,750
Islamic Relief Project	-	11,781	11,781
New and Existing Youth Zone Support	-	2,002,160	2,002,160
Fees receivable & shared services	1,500,852	-	1,500,852
Total	1,500,852	3,324,005	4,824,857

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

5. Income from charitable activities (continued)

	<i>Unrestricted funds</i> 2022 £	<i>Restricted funds</i> 2022 £	<i>Total funds</i> 2022 £
Youth Zone Development & Projects			
National Lottery Community Fund	-	10,000	10,000
Prudence Trust	-	125,750	125,750
Sure Coaching	-	18,000	18,000
Lord Mayor's Appeal	-	305,738	305,738
Rank Aspire	-	22,700	22,700
Independent Supported Living Fund	-	10,000	10,000
Islamic Relief Project	-	33,142	33,142
Youth Zone Health Project	-	184,625	184,625
Talent Academy Project	-	136,309	136,309
UK Youth - Active Youth Project	-	128,003	128,003
UFC Project	-	18,349	18,349
New and Existing Youth Zone Support	-	1,557,787	1,557,787
Talent Academy Project	637,543	-	637,543
Total	637,543	2,550,403	3,187,946

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

6. Income from other trading activities

	Unrestricted funds 2023 £	Total funds 2023 £
Income from fundraising events		
Donations through Donorbox	25,728	25,728
Contribution to President's Cup Event	21,166	21,166
Total	46,894	46,894

	<i>Unrestricted funds</i> 2022 £	<i>Total funds</i> 2022 £
Income from fundraising events		
Donations through Donorbox	6,635	6,635
Contribution to President's Cup Event	570	570
Total	7,205	7,205

7. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £
Investment income	26,213	26,213

	<i>Unrestricted funds</i> 2022 £	<i>Total funds</i> 2022 £
Investment income	1,608	1,608

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements for the year ended 31 March 2023

8. Other incoming resources

	Total funds 2023 £
Other income	-

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Other income	14,167	14,167

9. Expenditure on raising funds

	Unrestricted funds 2023 £	Total funds 2023 £
Fundraising expenses		
Fundraising	33,459	33,459

	<i>Unrestricted funds 2022 £</i>	<i>Total funds 2022 £</i>
Great Appeal Costs	1,621	1,621

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

10. Analysis of expenditure by activities

	Activities undertaken directly 2023 £	Support costs 2023 £	Total funds 2023 £
Youth Zone Development & Prospecting	4,738,296	567,356	5,305,652
Youth Zone Support	-	1,181,848	1,181,848
OnSide Fundraising	-	695,205	695,205
OnSide Administration	141,789	556,160	697,949
Total	4,880,085	3,000,569	7,880,654

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Youth Zone Development & Prospecting	2,952,238	574,784	3,527,022
Youth Zone Support	75,000	1,193,251	1,268,251
OnSide Fundraising	-	690,525	690,525
OnSide Administration	45,225	439,166	484,391
Total	3,072,463	2,897,726	5,970,189

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2023 £	Network Support -Open Youth Zones 2023 £	Fundraising Team 2023 £	Total funds 2023 £
Analysis of direct costs				
Depreciation	760	-	-	760
Recruitment Charges	-	-	95,216	95,216
Insurance	-	-	35,295	35,295
Bank Charges	-	-	280	280
Repairs & Maintenance	-	-	1,789	1,789
Legal & Professional	93,927	-	-	93,927
Marketing	168,962	-	-	168,962
Staff Welfare	-	-	9,209	9,209
Staff Training (including Talent Academy)	110,421	-	-	110,421
YZ Development Costs	3,493,192	-	-	3,493,192
Youth Zone Funding	871,034	-	-	871,034
Total	4,738,296	-	141,789	4,880,085

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2022 £	Network Support -Open Youth Zones 2022 £	Fundraising Team 2022 £	Total funds 2022 £
Analysis of direct costs (continued)				
Depreciation	14,353	-	-	14,353
Recruitment Charges	-	-	25,290	25,290
Insurance	-	-	9,075	9,075
Bank Charges	-	-	580	580
Repairs & Maintenance	-	-	1,402	1,402
Legal & Professional	69,572	-	-	69,572
Marketing	109,303	-	-	109,303
Staff Welfare	-	-	8,878	8,878
Staff Training (including Talent Academy)	198,188	-	-	198,188
YZ Development Costs	1,402,639	-	-	1,402,639
Youth Zone Funding	1,158,183	-	-	1,158,183
YZ Emergency Fund	-	75,000	-	75,000
Total	2,952,238	75,000	45,225	3,072,463

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2023 £	Network Support - Open Youth Zones 2023 £	Fundraising Team 2023 £	OnSide Administration 2023 £	Total funds 2023 £
Analysis of support costs					
Staff costs	517,473	1,099,627	646,840	517,470	2,781,410
Depreciation	1,995	4,238	2,493	1,994	10,720
Room Hire	292	620	365	292	1,569
Computer Costs	7,427	15,782	9,284	7,427	39,920
Telephone and internet charges	2,178	4,631	2,724	2,179	11,712
Water and electricity	1,139	2,420	1,423	1,137	6,119
Rent, Rates & Service Charge	6,076	12,911	7,596	6,075	32,658
Publications & Subscriptions	2,765	5,877	3,457	2,766	14,865
Travel, Subsistence & Accommodation	16,082	34,078	20,045	16,037	86,242
Printing, Stationery & Postage	784	1,664	978	783	4,209
Governance costs	11,145	-	-	-	11,145
Total	567,356	1,181,848	695,205	556,160	3,000,569

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2022 £	Network Support - Open Youth Zones 2022 £	Fundraising Team 2022 £	OnSide Administration 2022 £	Total funds 2022 £
Analysis of support costs (continued)					
Staff costs	529,214	1,115,131	645,318	410,413	2,700,076
Depreciation	2,204	4,645	2,688	1,709	11,246
Room Hire	77	162	94	60	393
Computer Costs	5,648	11,902	6,888	4,379	28,817
Telephone and internet charges	3,856	8,123	4,700	2,991	19,670
Water and electricity	641	1,349	781	497	3,268
Rent, Rates & Service Charge	5,004	10,545	6,102	3,882	25,533
Publications & Subscriptions	1,817	3,829	2,216	1,410	9,272
Travel, Subsistence & Accommodation	16,775	35,347	20,455	13,009	85,586
Printing, Stationery & Postage	1,052	2,218	1,283	816	5,369
Governance costs	8,496	-	-	-	8,496
Total	574,784	1,193,251	690,525	439,166	2,897,726

11. Auditor's remuneration

	2023 £	2022 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	7,700	6,725
Fees payable to the Charity's auditor in respect of: All non-audit services not included above	1,200	1,050

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

12. Staff costs

	2023 £	2022 £
Wages and salaries	2,385,802	2,334,098
Social security costs	257,444	260,737
Contribution to defined contribution pension schemes	138,164	105,241
Total	2,781,410	2,700,076

During the period, the Charity incurred Settlement Costs of £42,241 in aggregate relating to two members of staff.

The average number of persons employed by the Charity during the year was as follows:

	2023 £	2022 £
Chief Executive	1	1
Fundraising	10	10
YZ Development	3	4
Property & Construction	5	5
Marketing & Comms	4	4
Network	6	5
Opening & Delivery Support	6	8
Finance & Admin	8	7
HR	6	5
Total	49	49

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

12. Staff costs

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2023 No.	2022 No.
In the band £60,001 - £70,000	5	5
In the band £80,001 - £90,000	-	1
In the band £90,001 - £100,000	2	1
In the band £100,001 - £110,000	3	2
In the band £120,001 - £130,000	-	1

Key management personnel include the Chief Executive, Deputy Chief Executive, Chief Operating Officer and the Director of Finance. The total salary cost including employers' NI and employers' pension contributions in 2022/23 for these individuals was £451,829 (2022: £385,523).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2022 - £NIL).

During the year ended 31 March 2023, no Trustee expenses have been incurred (2022 - £NIL).

ON SIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
for the year
ended
31 March 2023

14. Tangible fixed assets

	Freehold property £	Office equipment £	Computer equipment £	Total £
Cost or valuation				
At 1 April 2022	4,508,694	46,968	91,963	4,647,625
Additions	-	-	18,345	18,345
At 31 March 2023	4,508,694	46,968	110,308	4,665,970
Depreciation				
At 1 April 2022	916,956	46,209	76,624	1,039,789
Charge for the year	90,174	759	10,721	101,654
At 31 March 2023	1,007,130	46,968	87,345	1,141,443
Net book value				
At 31 March 2023	3,501,564	-	22,963	3,524,527
At 31 March 2022	3,591,738	759	15,339	3,607,836

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements for the year ended 31 March 2023

15. Debtors

	2023 £	2022 £
Due within one year		
Trade debtors	446,279	335,790
Other debtors	34,846	12,118
Prepayments and accrued income	12,120	10,174
Total	493,245	358,082

16. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	507,395	204,318
Other taxation and social security	184,258	107,316
Other creditors	1,700,297	17,530
Accruals and deferred income	154,143	61,317
Total	2,546,093	390,481

Other creditors experience a significant increase in 2023 due to Youth Investment Funding (YIF) received in March 2023 which remained unspent at 31 March 2023 and was latterly returned to the funder.

17. Financial instruments

	2023 £	2022 £
Financial assets		
Financial assets measured at amortised cost	5,630,706	3,232,706
Financial liabilities		
Financial liabilities measured at amortised cost	2,361,835	283,165

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.

Other financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2022 £	Income £	Expenditure £	Balance at 31 March 2023 £
Unrestricted funds				
General Funds - all funds	1,401,865	4,744,883	(3,554,112)	2,592,636
Restricted funds				
UBS Optimus Employability Project	44,969	-	(44,969)	-
New & Existing Youth Zone Support	906,396	2,002,161	(2,736,696)	171,861
Talent Academy 2021-22	67,231	-	(67,231)	-
Culture of Health Project	118,163	144,855	(236,226)	26,792
National Lottery Community Fund	1,607	-	(1,607)	-
Prudence Trust	70,174	125,750	(156,035)	39,889
UFC Project	53,754	20,248	(22,795)	51,207
Prism Hunger Fund	-	25,304	(25,304)	-
UK Youth - Active Youth Project	14,584	-	(14,584)	-
Lord Mayor's Appeal	101,538	183,583	(275,000)	10,121
Rank Aspire Programme	12,097	-	(12,097)	-
Independent Supported Living Fund	10,000	-	(4,819)	5,181
Islamic Relief Project	33,142	11,781	(44,923)	-
Talent Academy Project 2022-24	-	115,407	(54,000)	61,407
Outdoor Adventure Fund	2,758	6,250	(9,008)	-
Youth Zone Development Fund	12,086	-	(12,086)	-
Myplace Manchester	3,609,871	-	(90,174)	3,519,697
Winter Hunger Project	-	418,500	(397,800)	20,700
Lego Project	-	50,000	-	50,000
Burberry Project 2022	-	217,260	(145,491)	71,769
New Bedford Residential Project	-	9,156	(9,156)	-
	5,058,370	3,330,255	(4,360,001)	4,028,624
Total of funds	6,460,235	8,075,138	(7,914,113)	6,621,260

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

18. Statement of funds (continued)

Capital expenditure on future Youth Zones will be accounted for in the individual Youth Zone charities.

Purposes of restricted funds

i) UBS Optimus Employability Project

Supported by the UBS Optimus Foundation, a two-year project which supports young peoples into employment or training opportunities (aligning with the 'Get A Job' programme).

ii) New & Existing Youth Zone Support

Funds received specifically for the development of new Youth Zone projects. These funds are held as restricted to the specific projects across the country and applied as soon as is possible. Projects include (but aren't limited to) Preston, Barnet, Barking & Dagenham, Croydon, Hammersmith & Fulham, East Manchester, Warrington, Grimsby and Barnsley.

iii) Talent Academy 2021-22

Two-year support of the 'Talent Academy'; a wide ranging training and development programme to benefit employees across the Youth Zone network, pioneered by OnSide.

iv) Culture of Health Project

A Network-wide health project working to embed a true culture of health and wellbeing across the Youth Zones; co-funded by the Oglesby Charitable Trust, Rayne Foundation, Caretech, 29th May 1961 and Fusion 21

v) National Lottery Community Fund

Delivering inspiring residential opportunities for young people including trips to the Water Park, Lake District and Glasgow Hackathon.

vi) Prudence Trust

Wellbeing worker project; provides vital 1:1 conversations enabling Youth Zones to have a fuller picture of a young person's situation and deliver multiple layers of support through a dedicated youth worker. Creative Arts project; provides an opportunity to support member's mental health utilising the creative arts offer in the Youth Zone and the skills of local artists.

vii) UFC Project

Funding from the Ultimate Fighting Championship focused on providing young people with opportunities to try mixed martial arts. This project is designed to work with the local police teams for referrals.

viii) Prism Hunger Fund

Delivering free entry and free hot meals to senior members over the summer holiday period to help with holiday hunger amongst our older members who don't attend the HAF funded holiday clubs.

ix) UK Youth - Active Youth Project

UK Youth project focused on getting inactive young people back into physical activity.

x) Lord Mayor's Appeal

As one of the LMA's named charities, OnSide is receiving income from the Lord Mayor's Appeal fund supporting the Youth Zones operating across London.

xi) Rank Aspire Programme

A fully funded employment opportunity for a young person, including training and development as a Youth Worker based in Grimsby.

ON INSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

18. Statement of funds (continued)

xii) Independent Supported Living

This is a pot of funding the Youth Zones can apply to when supporting young people who have become homeless to assist them with their independent living.

xiii) Islamic Relief Project

The year long Stronger Sisters project supports young women aged 13 to 19 to explore women's voices, entrepreneurship and creating positive social change.

xiv) Talent Academy Project 2022-24

Two-year support of the 'Talent Academy'; a wide ranging training and development programme to benefit employees across the Youth Zone network, pioneered by OnSide

xv) Outdoor Adventure Fund

We have received donations to benefit many young people through skiing activities and residential originally to be held through Spring 2020, but delayed due to Covid-19.

xvii) Youth Zone Development Fund

General restricted fund aimed at supporting Youth Zones to innovate, invest in new projects or meet Excellence Framework targets.

xviii) Myplace Manchester

The Youth Zone located in Harpurhey, Manchester.

xviii) Winter Hunger Project

Providing free hot meals and free entry to those members that needed it over the winter period when energy bills were high and food prices on the rise due to a cost of living crisis. This enabled the Youth Zones to become warm spaces for those that needed it.

xix) Lego Project

Deliver Build the Change Event Programmes to 8-13 year olds for six weeks focused on children's interpretations of sustainability using Youth Zones facilities.

xx) Burberry Project 2022

Delivering projects working with young people on either Enterprise or Creative Arts that fit the aims of the Burberry framework – Create, Connect and Catalyse.

xxi) New Bedford Residential project

Young people connected with Grimsby Youth Zone took part in an exchange trip to New Bedford, USA, then hosted a youth group from New Bedford to visit the UK.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements for the year ended 31 March 2023

18. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 April 2021 £	Income £	Expenditure £	Balance at 31 March 2022 £
Unrestricted funds				
General Funds - all funds	1,278,036	3,465,751	(3,341,922)	1,401,865
Restricted funds				
UBS Optimus Employability Project	102,547	-	(57,578)	44,969
New & Existing Youth Zone Support	637,601	1,557,786	(1,288,991)	906,396
Talent Academy 2021-22	54,520	136,310	(123,599)	67,231
Culture of Health Project	51,855	184,625	(118,317)	118,163
National Lottery Community Fund	-	10,000	(8,393)	1,607
Prudence Trust	-	125,750	(55,576)	70,174
UFC Project	35,405	18,349	-	53,754
YZ Emergency Fund	75,000	-	(75,000)	-
UK Youth - Active Youth Project	28,085	128,003	(141,504)	14,584
Lord Mayor's Appeal	219,795	305,738	(423,995)	101,538
Rank Aspire Programme	-	22,700	(10,603)	12,097
Independent Supported Living Fund	-	10,000	-	10,000
Islamic Relief Project	-	33,142	-	33,142
Four Acre Trust Convergence	102,701	-	(102,701)	-
Outdoor Adventure Fund	15,674	85,000	(97,916)	2,758
Youth Zone Development Fund	29,627	-	(17,541)	12,086
Myplace Manchester	3,700,045	-	(90,174)	3,609,871
Sure Coaching	-	18,000	(18,000)	-
	5,052,855	2,635,403	(2,629,888)	5,058,370
Total of funds	6,330,891	6,101,154	(5,971,810)	6,460,235

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements for the year ended 31 March 2023

19. Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Analysis of net assets between funds - current year			
Tangible fixed assets	22,963	3,501,564	3,524,527
Current assets	2,989,097	2,653,729	5,642,826
Creditors due within one year	(419,424)	(2,126,669)	(2,546,093)
Total	2,592,636	4,028,624	6,621,260

	Unrestricted fund 2022 £	Restricted funds 2022 £	Total funds 2022 £
Analysis of net assets between funds - prior year			
Tangible fixed assets	16,098	3,591,738	3,607,836
Current assets	1,615,269	1,627,611	3,242,880
Creditors due within one year	(229,502)	(160,979)	(390,481)
Total	1,401,865	5,058,370	6,460,235

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net income for the year (as per Statement of Financial Activities)	161,025	129,344
Adjustments for:		
Depreciation charges	101,654	115,771
Dividends, interests and rents from investments	(26,213)	(1,608)
(Increase)/Decrease in debtors	(135,163)	(669,914)
Increase in creditors	2,155,612	403,662
Net cash provided by/(used in) operating activities	2,256,915	(22,745)

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements for the year ended 31 March 2023

21. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	5,149,581	2,884,798
Total cash and cash equivalents	5,149,581	2,884,798

22. Analysis of changes in net debt

	At 1 April 2022 £	Cash flows £	At 31 March 2023 £
Cash at bank and in hand	2,884,798	2,264,783	5,149,581
Total	2,884,798	2,264,783	5,149,581

23. Pension commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension contributions payable by the charity at the balance sheet date were £18,191 (2022: £17,424).

24. Operating lease commitments

At 31 March 2023 the Charity had commitments to make future minimum lease payments under noncancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	129	1,105
Later than 1 year and not later than 5 years	-	129
Total	129	1,234

25. Related party transactions

During the year the company received donations that amounted to £1,092,000 (2022: £2,000,000) from Trustees of the charitable company or other charities with a shared Trustee.

No other trustees or other person related to the charity has any personal interest in any contract or transactions entered into by the charity during the year.

There are no other material related party transactions that require disclosure in the financial statements.



HERE FOR YOUNG PEOPLE

ANNUAL REVIEW 2022/23