

# 2019 ANNUAL REVIEW AND SUMMARY OF ACCOUNTS



**YOUNGROOTS**  
Helping young refugees to realise their potential



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# FOREWORD

## Dear friends,

The last year has seen Young Roots meet the needs and wishes of an increased number of young refugees and asylum seekers with more activities and new services. We have renewed our commitment to working with young people in a way that builds on the incredible strengths they have. We're proud of what we do, and how we do it.

The young people we support have great resilience, knowledge and very often an incredible gift for languages, but more than 70% are in the UK without family, and the needs of this socially isolated group are particularly acute.

The context of our work in the UK is challenging. We continue to work with an asylum system that is hostile and treats people unfairly, and it's manifestly wrong that so many of the young people we support are either homeless or vulnerably housed. Nearly everyone we support has unmet mental health needs, including being chronically sleep deprived, or more seriously with post-traumatic stress disorder.

We are very proud to have established our Advice and Support Hubs in both Brent and Croydon during 2019 recognising that we can't resolve these complex issues alone. We are delighted to have such an array of expert partners including Coram Children's Legal Services, Bindmans LLP, Helen Bamber Foundation and Off the Record. This has been a major achievement, along with growing our one-to-one casework capacity, which has allowed us to support more of the most vulnerable young people that come to Young Roots.

We are proud that our funding allowed our delivery partner, the Sour Community Disability Project to run the summer camp in Lebanon for the 16th year, and that 99 young people took part in this.

At our year end in November 2019, we could not have predicted that the world would have changed so much in just a few months with a global pandemic. We are fortunate that we have such an expert, dynamic and creative staff, volunteer and trustee team who have worked so hard and effectively to move our services online and continued to prioritise supporting those young people who need our services so much.

Equally, we're incredibly grateful to all our funding partners, old and new who have responded so supportively and flexibly to the crisis. Their funding, advice and flexibility is enabling us to deliver what's most needed and asked for by the young people we support.

We face the year ahead with determination and focus, and look forward to doing all we can to ensure young people are supported through the current crisis, and we continue to meet their needs and wishes in the best way we possibly can.

## Thank you for your support.



**Siobhan Foster-Perkins**  
Chair of Trustees



**Jo Cobby**  
Chief Executive

Jo Cobby's job title changed from Director to Chief Executive in April 2020.

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2019. The trustees have adopted the provisions of 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).

# OBJECTIVES AND ACTIVITIES

## OBJECTIVES AND AIMS

Our charity's purposes, as set out in the objects contained in the company's memorandum of association are:

- The advancement of education among young forced migrants - long term refugees ('the beneficiaries'), both within the UK and overseas, by provision of training as youth workers and in the field of human rights awareness.
- The relief of poverty hardship and distress among the beneficiaries by associating together voluntary bodies, local authorities, relief agencies and others in a common effort to improve their conditions of life.
- The provision of facilities, in the interest of social welfare, for recreational and other leisure time occupation for individuals who have need of such facilities by reason of their youth, age, infirmity or disability, financial or social circumstance, with the object of improving their conditions of life.

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"This is an incredibly valuable project - I've worked with them for a few years. I sometimes see a young person a few years later and they're still attending the group and they're much more settled and happy."

**External stakeholder**

## OUR ACTIVITIES

Our main operation is within London where we have established teams in Brent and Croydon serving young refugees and asylum seekers in North and South London. Our teams of caseworkers, project co-ordinators and project workers are focused on reducing social isolation, supporting mental health and well being, improving communication and supporting access of young people to their rights and entitlements.

## ADVICE AND SUPPORT HUBS

This year we launched weekly Advice and Support Hubs in both areas where we bring together our popular youth group, sporting activities and English language support, with our casework service, and expert advice from partner organisations.



Madina © Young Roots

In Brent the thriving football project of more than 20 young people each week, coached by Queens Park Rangers, and cricket with Middlesex Cricket Club and Chance to Shine, provided much needed social activity at our Hub. Alongside this, we worked with volunteers and a professional ESOL coach to run English language classes. Our casework service sees young people each week. Our partners Bindmans LLP support young people with public law issues, and the Helen Bamber Foundation provide psychological support and assessments. Young people can move between all the activities, and they experience less apprehension and less waiting time if they can access professional help at the hub in one friendly place.

In Croydon, the Advice & Support Hub brings together our casework team, our partners from Coram Children's Legal Services and Off the Record (providing counselling support) to deliver high-quality advice. This all happens alongside our established youth group where young people cook, take part in art projects, fitness activities and homework support. We also run a popular English language peer support programme at the hub.

### **CASEWORK SERVICE**

Our Casework Service, provides much needed one-to-one support for the most vulnerable young people continues to be at capacity at all times. Supporting young asylum seekers to navigate the asylum process, access mental health support and find housing, this vital service runs 5 days a week in both locations.



## **BRENT YOUTH GROUP**

We run a separate weekly youth group in Brent with approximately 14 young people each week with regular workshops that support young people integrating into their communities, alongside cooking, yoga and other fun activities.

## **GIRL SPECIFIC ACTIVITIES**

Our work with girls continues to develop in Croydon with our weekly Girls Group in partnership with the Refugee Council and cycling project in partnership with The Bike Project. Both projects promote well-being, social connection and confidence.

## **CULTURAL, ORIENTATION, AND SOCIAL TRIPS**

Regular trips have taken place from both Brent and Croydon including bowling, trampolining, swimming, and to the theatre. These outings enable young asylum seekers and refugees to have fun together and get to know London and the surrounding areas better.

## **YOUNG LEADERS GROUP**

Our Young Leaders group has developed this year. They advised the trustees on projects that are particularly valuable in their view and they've championed the campaign to give asylum seekers the Right to Work. Members of the group attended the Trustee Away Day in September. The two leadership residential weekends provided training as well as being fun for everyone involved.

## **INTERNATIONAL PROJECTS**

In Lebanon our long-term partners, the Sour Community Disability Project delivered their regular activity-based inclusive 5 week summer camp at the Al Bass refugee camp. Now in its 16th year, the project forms a vital part of the summer programme in the camp. It aims to improve education standards for the most vulnerable refugee children in the camp assisting them to graduate to high school through an opportunity to learn, play and make friends in a safe environment. Its focus on children with disabilities is unique within the camp, and providing social opportunities for disabled children is a key aspect of the project.

After 9 successful years, due to the majority of refugees having been relocated, we conducted a final evaluation of the Nepal project which we have shared locally and passed on the running of the project to in country organisations. We are proud of the contribution we've made to the work of our partners, the Bhutanese Refugee Children Forum, LWF and UNHCR.

More information about our activities can be found on - [www.youngroots.org.uk](http://www.youngroots.org.uk)

## PUBLIC BENEFIT

The Trustees have referred to the Charity Commission guidance on public benefit and used this to help them plan current and future activities.

### Our Mission

is of a world in which all young refugees and asylum seekers can realise their rights and fulfil their potential.

### Our vision

is to improve the well-being and life chances of young refugees and asylum seekers in the UK and overseas.

All our activities reflect this aspiration. Our work with young people over this period has focussed on the following outcomes:



reducing social isolation



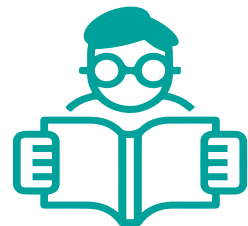
increasing training, work and volunteering opportunities



improving communication skills



improving access to right and entitlements



facilitation of learning opportunities



supporting mental health and wellbeing



increasing opportunities to take leadership roles





## **We believe young refugees and asylum seekers:**

- are central to shaping the services and activities we currently offer, as well as those we plan and develop in the future and should have authority at all levels of Young Roots
- are capable of, and should be supported in, advocating for their own and others' right
- should be free from discrimination and be treated equally are entitled to the all the human rights enshrined in the Universal Declaration of Human Rights. This includes the right to health, housing and education
- should be supported to integrate into local and host communities

## **Young Roots**

- welcomes young refugees and asylum seekers from anywhere in the world and irrespective of religion, sexual orientation, disability, gender, race, religion and belief
- promotes collaboration and working in partnership with relevant organisations in order to provide the best possible services and projects
- prioritises safeguarding the young refugees and asylum seekers we work with
- responds to unmet need by developing activities and services grounded in evidence based research
- -aims for excellence and best quality in all that we do, valuing responsiveness, understanding, responsibility, creativity, knowledge, participation and kindness
- values staff and volunteers and strives to provide a working environment that will allow the development of a diverse team to deliver its best work

## **STAFF AND VOLUNTEERS**

Young Roots relies heavily on its dedicated, skilled and experienced staff team. We invest in training and supporting our staff team with all front line workers having regular clinical supervision. Staff have backgrounds in youth-work, the legal profession, counselling, academic research and human rights. Equally volunteers are vital to Young Roots. As well as our Trustees, we have 16 volunteers who regularly give their time freely. All volunteers working with projects involving children and vulnerable groups are DBS checked. Additionally, 34 young refugees and asylum seekers took on roles as mentors for those who were newly arrived and needed more support with English.

# ACHIEVEMENT AND PERFORMANCE

## CHARITABLE ACTIVITIES

In March 2019, an external evaluation of our work from 2016-2019 showed how highly regarded Young Roots' services and activities are by stakeholders including partners and young people.

**96**  
PERCENT said Young Roots had a **very high or high impact and value**

**86**  
PERCENT of young people said that **Young Roots had helped them a lot, with a further 14%** saying they had been helped a bit

**88**  
PERCENT said that **Young Roots was very highly/highly valued** in its work to **reduce social isolation**

**88**  
PERCENT said that **Young Roots was highly/highly valued** in its work to **support access to rights and entitlements**

## IN 2019:



WE WORKED WITH A TOTAL OF **655 YOUNG REFUGEES AND ASYLUM SEEKERS IN LONDON**. AN INCREASE OF 10% FROM 2018. (Compared to 2016 - 354 participants; 2017 - 619 participants; 2018 - 590 participants)

WE WORKED WITH  
**YOUNG PEOPLE**  
FROM **48**  
COUNTRIES.



**54%**  
WERE 16-18

**40%**  
WERE 19-25

WE SUPPORTED **118** OF THE **MOST VULNERABLE YOUNG PEOPLE THROUGH OUR CASEWORK SERVICE**, AN 11% INCREASE FROM 2018

**158** WERE SUPPORTED  
THROUGH EDUCATION  
PROJECTS, A DECREASE  
OF 21% FROM 2018

**529** WERE SUPPORTED  
OUR YOUTH ACTIVITIES,  
AN INCREASE OF 14%  
FROM 2018

**57** WERE GIVEN  
ADVICE THROUGH  
OUR PARTNERS

#### THANKS TO OUR SUPPORT, WORKING WITH EXPERT PARTNERS:

- 20** young people have secured settled status, meaning their claim for asylum has been granted by the Home Office, and they can stay in the UK. This is crucial for young people enabling them to settle in the UK, work and access benefits
- 24** have accessed specialist mental health support tailored for young refugees and asylum seekers meaning they're able to cope with their situation better and feel more optimistic about the future. Some of this number will have been prevented from suicide (which is a risk for young asylum seekers)
- 39** have been able to reach crucial solicitors appointments, court appearances and other meetings thanks to receiving an oyster card from us



IN LEBANON OUR DELIVERY PARTNER USED OUR FUNDING TO WORK WITH **99** **CHILDREN OVER THE 5 WEEK SUMMER CAMP, 20** OF WHO HAD A DISABILITY. **61** WERE PALESTINIAN REFUGEE CHILDREN. Including Syrian refugees displaced from Palestinian refugee camps in Syria is an increasingly important part of the project, bringing a sense of normality to those affected by the conflict in their country. The project has also aimed to create social cohesion between refugees and the wider local community, bridging gaps and enhancing respect and understanding. Building on the success in 2018, the project included 18 Lebanese children in 2019.

More information regarding the charity can be found on our website - [www.youngroots.org.uk](http://www.youngroots.org.uk)

# FINANCIAL REVIEW

Young Roots receives the majority of its income from grants from Trusts and Foundations. 2019 was always going to be a crucial year, as significant multi-year grants came to an end during the period. Our Fundraising Strategy, agreed in 2017, has been to diversify our income streams and invest in professional fundraising capacity in order to build our sustainability.

Confident in the value, effectiveness and importance of our work, we invested in fundraising capacity, and made concerted efforts to reapply to existing funders and to approach new funding streams. We supported our Director to develop different scenarios, and plan for different levels of funding.

We are delighted that we received new funding from all our existing funding partners, and secured new grants in addition to this. We're extremely grateful for this investment and it has allowed us to launch our new Advice and Support Hubs, and to grow our teams to run more casework and youth activities.

Our income increased by 42% from £344,372 in 2018 to £489,495 in 2019. Our expenditure increased similarly from £330,724 to £447,312.

Our surplus for the year was £42,183, with most of this in the form of restricted funds carried forward to 2020.

The balance of restricted funds at 30 November 2019 was £113,613 representing funding received in advance of expenditure on different projects.

Our unrestricted reserves have increased from £75,466 to £80,890 in 2019 in line with our strategy as outlined below.

Our success in securing more new funding partners during the year, and for subsequent years has meant that we have needed to develop our systems further to monitor our income and expenditure. We had invested in a new accounting system previously, and developed a new way of presenting Management Accounts for Trustee scrutiny. The Finance Sub Committee of the Trustee Board continues to meet monthly with the executive Director to ensure oversight of the finances.

Due to a local funder withdrawing their support because of a change in their priorities,

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“Improving rights access/entitlements - I have heard much praise for Young Roots within the refugee and migrant sector on their work in this regard.”

**External stakeholder**

we had a shortfall in our funding for our Lebanon summer project. The Trustees made a decision to fund the resulting shortfall of £6,000 from our unrestricted reserves, with the aim of recouping this funding through increased community fundraising in the following financial year.

With an increased number of funding partners, we have reduced our risk of being over-reliant on one income stream. We aim to grow our contributions from individuals and community fundraising in the future to grow our unrestricted income which will allow us more flexibility. We remain focused on developing our fundraising capacity so that we can provide sustainable, reliable services for the young people who rely on our support, particularly in the challenging environment of COVID-19.

## **RESERVES POLICY**

Young Roots has developed a new reserves policy reflecting best practice in the sector. A full copy of the policy is available on request, but is summarised here:

Young Roots takes a risk-based approach to its reserves and has determined that a target level reserve of between £108,000 and £153,000 should be maintained. Unallocated reserves can only be expended by agreement of the Board of Trustees, or in the case of amounts smaller than £10,000, by the Finance Committee, up to a maximum of £20,000 over three months. The policy will be reviewed alongside the development of a new strategic plan in order to account for any adjustments in spending priorities.

Although our unrestricted reserve levels have grown significantly over the last three years, we have not yet reached our minimum target level £108,000. In order to reach this amount, we have an interim target of reaching £90,000 by 30 November 2020, and our budget for 2020 reflects this. The Finance Sub Committee of trustees monitors the reserve level on a monthly basis and reviews the policy annually to reflect changing budgets.



# FUTURE PLANS

We are in the final full year of our strategic period, 2018 - 2021 which sets out our priorities over the period as we focus on our mission to improve the well-being and life chances of the young people we work with:

## STRATEGIC GOALS

### 1 Target unmet needs of young refugees and asylum seekers

- i Embed our Youth Participation Strategy into all areas of our work ensuring that understanding the needs and views of young refugees and asylum seekers continues to drive our development.
- ii Continue to grow, develop and adapt our casework service and range of youth activities in London including through building partnerships.
- iii Continue to be at the heart of sector collaboration in both Brent and Croydon developing joint projects and funding bids.
- iv Develop our English Language Learning peer support project to involve the wider community.
- v Further our work to support young refugees and asylum seekers on their pathway to realise their education and career potential through both our youth activities and casework service.
- vi Build resilience in young people through both one-to-one and group work, to help them achieve their potential and safeguard them against exploitation.

### 2 Increase the impact of our international work

- i Expand our work in Lebanon based on an assessment of need.
- ii Evaluate the need for future work in Nepal.

### 3 Use our frontline experience and understanding to influence policy and practice both locally and nationally

- i Develop a Young Leadership Group of young refugees and asylum seekers to lead our involvement in wider issues as well as inform our internal practice.
- ii Increase our supporter base of individuals and local and national organisations in order to raise our profile and increase our voice and influence.



Young Roots' Treasurer Stephen Corker, Finance Manager Caroline Neita, and previous Treasurer Tim Mawby © Young Roots

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#### Ensure we are sustainable, efficient and effective in the long term

- i Implement our fundraising strategy in order to fund our ambitions including developing our expertise and capacity within the staff team and Board of Trustees.
- ii Establish an approach to long-term development of our IT systems.
- iii Obtain office and activity space that meets the needs of the teams in London.
- iv Further develop the Governance of Young Roots to ensure it continues to meet its responsibilities and adds value as the organisation develops.
- v Grow and develop the expertise of our staff and volunteers to ensure all staff fulfil their potential and we're able to best support young refugees and asylum seekers.

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“The casework is of very high quality and staff and volunteers are skilled and work deeply with people over a long period to resolve problems. It’s a very holistic service. There is a default of belief within the organisation and respect for what people have endured - there is admiration for people’s resilience and a supportive atmosphere.”

**Staff member**

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“I really enjoy it (at Young Roots) and there are opportunities for personal development such as the casework/advocacy work.”

### **Volunteer with Young Roots**

## **OUR PLANS FOR 2020**

Our plans for 2020 have been revised since the unprecedented COVID-19 crisis began.

Young Roots is seeing acute and increased needs from the young people we support. Our baseline needs assessment of our most vulnerable young people conducted in April 2020 shows a notable decline in mental health amongst this already vulnerable group - some acutely so, with one having already attempted suicide. Almost all young people are at increased risk from social isolation and many are finding it hard to cope. Some are worried about going out because of an increased police presence. Housing issues are also acute, and despite new efforts from authorities much accommodation is unsuitable, crowded and noisy. We anticipate there will be a spike in homelessness and housing issues once restrictions and emergency relief ends. The impact on the progress of asylum applications and age assessments is also alarming - with some experiencing an acute impact because of legal delays.

The Young Roots team has developed a clear crisis response framework. The staff team have been focused and positive about moving activities online and to remote delivery, testing, learning and sharing what works together. Vital casework is continuing mainly remotely, and we have an impressive range of activities which at the time of writing include youth club gatherings online, a moderated WhatsApp group, yoga and taekwondo online, one-to-one English language support, art activities and resources being delivered remotely. We've been pleased to welcome new people as well as those we already support. Thanks to an online appeal, we have also been able to develop emergency packs including food vouchers, phone credit and data to the most vulnerable young people.

We are very grateful to the generous, timely and supportive responses of our existing funders, and to new emergency funds that we have secured funding from. We will report on the detail of the COVID19 emergency funding we have received in next year's report.

Our ambition for the rest of the year is to continue to be in contact with as many young people as possible, prioritising the most vulnerable. We will be assessing needs regularly, and developing our activities and services in response to this. We aim to meet as many needs and wishes of young people as possible whilst respecting Government advice about social distancing. We want to ensure we maintain relationships with young people so that we are ready to support young people through our face to face delivery when restrictions are lifted.

We anticipate that once the crisis is over, the mental health repercussions for young refugees and asylum seekers will be significant and we are focussed on being able to address these.





# STRUCTURE, GOVERNANCE AND MANAGEMENT

## GOVERNING DOCUMENT

The charity is controlled by its memorandum and articles incorporated on 23 November 2010 as amended by a certificate of incorporation on change of name dated 20 September 2014 and a Special Resolution to amend the Articles of Association in respect of retiring trustees effective 18 February 2017.

The charity constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The charity is run by the Board of Trustees who are responsible for the strategic direction of the charity. The directors of the company are also charity trustees for the purpose of charity law.

## RECRUITMENT AND APPOINTMENT OF NEW TRUSTEES

Any person who is willing to act as a trustee, and who would not be disqualified under the provision of Article 27 of the Articles of Association, may be appointed to be a trustee by a decision of the trustees.

At every annual meeting of the trustees at which the accounts are adopted after the third anniversary of the incorporation of the charity, one third of the trustees, being those who have served the longest since their appointment or reappointment must retire from office. Retiring trustees may be appointed but a trustee who has served for three consecutive terms of office must take a break from office.

The trustees have a wide range of skills pertinent to the charity. They include professionals from the finance, governance, fundraising, legal, policy and international development sectors.

Their knowledge is kept up to date by technical reading, sharing of knowledge and training courses. New developments are discussed at Trustee Meetings. It is our policy that all trustees are DBS checked.

The trustees meet at least five times a year. This includes an Away Day, where ex-trustees, staff and members of the Leadership Group of young people join for part of the day to discuss strategy and organisational values.

The Director reports on the operational plan to each trustee meeting. The Register of Risk, fundraising targets, finances

and safeguarding are regularly reviewed. Young Roots has a Finance Sub Committee that meets monthly with the Director to have oversight of our Finances.

The trustees have agreed delegated authority to the Director with clear limitations. The Chair and Director also have a regular meeting separately.

## RISKS

Young Roots has identified the following key risks and mitigations:

### 1. Young people come to serious harm

Mitigation: Young Roots prioritises safeguarding. Our Safeguarding Policy is reviewed annually by the trustees, and all staff have regular appropriate training depending on the level of contact they have with young people. We have detailed policies on a range of related safeguarding issues including suicide, radicalization and social media use.

### 2. Ability to raise adequate funds

Mitigation: Young Roots has increased its fundraising staff capacity in 2019 and aims to further increase this in 2020 if possible. Our strategy is to continue to grow and diversify our income base.

### 3. Loss of key staff including the Director/Chief Executive

Mitigation: Young Roots has improved its terms and conditions and reviews pay annually to ensure it compares well with the sector. We have recently introduced a holiday bonus for those staff who have been in post for five years.

### 4. Staff burn out due to the nature of the work

Mitigation: Young Roots has a deliberate focus on staff well-being. All frontline staff are offered regular clinical supervision, and for caseworkers, this is compulsory. The charity has a strong, supportive culture of management. Staff are regularly consulted on ideas and approaches that would improve their well-being and ability to do their work.

### 5. Infrastructure not fit for purpose

Mitigation: with the support of funders, and enhanced support, we are addressing issues relating to IT. We hope to secure office space that is fit for purpose, depending on funding.

## REFERENCE AND ADMINISTRATIVE DETAILS

### REGISTERED COMPANY NUMBER

07448744 (England and Wales)

### REGISTERED CHARITY NUMBER

1139685

### REGISTERED OFFICE

Cornerstone House  
14 Willis Road  
Croydon  
London  
CR0 2XX

### TRUSTEES

R Bayley - resigned 19.1.19  
G Capel  
V Ing - resigned 30.3.19  
D E Jones MBE - resigned 30.3.19  
S A Foster-Perkins  
N Prendergast  
S Fekadu  
K Van Balen - resigned 21.9.19  
S R Corker  
K M Elton  
N Wyver  
L Puddefoot-Knaggs  
J Menold

### INDEPENDENT EXAMINER

Astral Accountancy Services Limited  
2B Marston House  
Cromwell Business Park  
Chipping Norton  
Oxfordshire  
OX7 5SR

Approved by order of the board of trustees on 27 June 2020 and signed on its behalf by:



S A Foster-Perkins - Trustee

## INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF YOUNG ROOTS ('THE COMPANY')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 30 November 2019.

### RESPONSIBILITIES AND BASIS OF REPORT

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

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

### INDEPENDENT EXAMINER'S STATEMENT

Since your charity's gross income exceeded £250,000 your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of FCCA which is one of the listed bodies

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached



### Emily Proctor

FCCA  
Astral Accountancy Services Limited  
2B Marston House  
Cromwell Business Park  
Chipping Norton  
Oxfordshire  
OX7 5SR

Date: 29 June 2020

## STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 NOVEMBER 2019

	Notes	Unrestricted funds (£)	Restricted funds (£)	2019 Total funds (£)	2018 Total funds (£)
<b>INCOME AND ENDOWMENTS FROM</b>					
Donations and legacies		15,443	473,825	489,268	344,301
Investment income	2	227	-	227	71
<b>TOTAL</b>		15,670	473,825	489,495	344,372
<b>EXPENDITURE ON CHARITABLE ACTIVITIES</b>					
Project costs		9,488	406,217	415,705	293,921
Other		758	30,849	31,607	36,803
<b>TOTAL</b>		10,246	437,066	447,312	330,724
<b>NET INCOME</b>		5,424	36,759	42,183	13,648
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		75,466	76,854	152,320	138,672
<b>TOTAL FUNDS CARRIED FORWARD</b>		80,890	113,613	194,503	152,320

## BALANCE SHEET AT 30 NOVEMBER 2019

	Notes	Unrestricted funds (£)	Restricted funds (£)	2019 Total funds (£)	2018 Total funds (£)
<b>CURRENT ASSETS</b>					
Debtors	5	424	78,122	78,546	6,808
Cash at bank		80,233	57,540	137,773	167,348
<b>TOTAL</b>		80,657	135,662	216,319	174,156
<b>CREDITORS</b>					
Amounts falling due within one year	6	233	(22,049)	(21,816)	(21,836)
<b>NET CURRENT ASSETS</b>		80,890	113,613	194,503	152,320
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		80,890	113,613	194,503	152,320
<b>NET ASSETS</b>		80,890	113,613	194,503	152,320
<b>FUNDS</b>					
	7				
Unrestricted funds				80,890	75,466
Restricted funds				113,613	76,854
<b>TOTAL FUNDS</b>				194,503	152,320

## BALANCE SHEET - CONTINUED AT 30 NOVEMBER 2019

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 30 November 2019.

The members have not required the company to obtain an audit of its financial statements for the year ended 30 November 2019 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

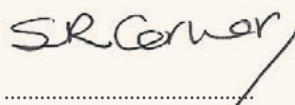
- (a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

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

The financial statements were approved by the Board of Trustees on 27 June 2020 and were signed on its behalf by:



S A Foster-Perkins -Trustee



S R Corker -Trustee

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 NOVEMBER 2019

### 1. ACCOUNTING POLICIES

#### Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, 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 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

#### Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

#### Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of

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

#### Taxation

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

#### Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes. Funds received are credited to income in the year in which they are received.

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

### 2. INVESTMENT INCOME

#### Interest Receivable

2019	2018
£227	£71



Artwork by Shakoor © Young Roots



Artwork by Shakoor © Young Roots

### 3. TRUSTEES' REMUNERATION AND BENEFITS

The trustees did not receive any remuneration in this or the previous year.

#### Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2019 nor for the year ended 30 November 2018.

### 4. STAFF COSTS

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

	2019	2018
Full time	6	1
Part time	6	10
	12	11

No employees received emoluments in excess of £60,000.

In addition, a considerable amount of time, the value of which it is impossible to reflect in these Financial Statements, is donated by volunteers connected with the charity, as well as by the trustees.

### 5. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
Other debtors	£562	£5,108
Accrued Income	£62,954	-
Prepayments	£15,030	£1,700
	£78,546	£6,808

Other debtors relates to expense advances to employees.

### 6. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019	2018
Trade Creditors	-	£4,244
Social Security and Other Taxes	£7,758	£3,710
Other creditors	£2,506	£2,551-
Accruals	£11,552	£11,331
	£21,816	£21,836

## 7. MOVEMENT IN FUNDS

	at 1.12.18 (£)	Net movement infunds (£)	at 30.11.19 (£)
<b>UNRESTRICTED FUNDS</b>			
General fund	70,862	8,924	79,786
Designated fund: Fundraising	4,604	(3,500)	1,104
<b>TOTAL</b>	<b>75,466</b>	<b>5,424</b>	<b>80,890</b>
<b>RESTRICTED FUNDS</b>			
Other Restricted Funds	7,866	(7,866)	-
Nepal	2,017	(226)	1,791
Jack Petchey Foundation Achievement Award Scheme	1,071	772	1,843
Big Lottery Fund Grant - Reaching Communities (Rise Up London project)	26,235	(26,235)	-
BBC Children in Need Appeal	5,914	(5,914)	-
Lloyds Bank Foundation	12,404	(12,226)	178
Paul Hamlyn Foundation	-	12,731	12,731
Garfield Weston	10,000	(10,000)	-
Anonymous donation for casework	3,815	286	4,101
iWill/Thrive LDN	2,532	(933)	1,599
Help Refugees	-	14,231	14,231
StreetGames UK (Fit & Fed)	-	550	550
Young Londoners Fund	-	3,810	3,810
Highgate Has Heart	-	9,985	9,985
Croydon Relief in Need	-	634	634
Lloyds Bank Foundation	-	16,494	16,494
AB Charitable Trust	-	183	183
London Youth Quality Mark	-	3,000	3,000
The National Lottery Community Fund	-	30,313	30,313
BBC Children in Need	-	222	222
John Lyon's Charity	-	10,741	10,741
Wembley National Stadium Trust	-	1,207	1,207
Anton Jurgens Charitable Trust	5,000	(5,000)	-
	76,854	36,759	113,613
<b>TOTAL FUNDS</b>	<b>152,320</b>	<b>42,183</b>	<b>194,503</b>

## 7. MOVEMENT IN FUNDS - CONTINUED

Net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
<b>UNRESTRICTED FUNDS</b>			
General fund	15,670	(6,746)	8,924
Designated: Fundraising	-	(3,500)	(3,500)
	15,670	(10,246)	5,424
<b>RESTRICTED FUNDS</b>			
Lebanon	6,750	(6,750)	-
Jack Petchey Foundation Achievement Award Scheme	1,500	(728)	772
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	43,450	(69,685)	(26,235)
BBC Children in Need	-	(5,914)	(5,914)
Lloyds Bank Foundation	-	(12,226)	(12,226)
Paul Hamlyn Foundation	30,000	(17,269)	12,731
Woodwood Trust	1,000	(1,000)	-
Garfield Weston	-	(10,000)	(10,000)
Anonymous donation for casework	30,473	(30,187)	286
iWill/Thrive LDN	16,666	(17,599)	(933)
Comic Relief	4,134	(4,134)	-
Help Refugees	28,465	(14,234)	14,231
StreetGames UK (Fit & Fed)	4,200	(3,650)	550
Young Londoners Fund	46,700	(42,890)	3,810
Big Give Christmas Challenge	4,010	(4,010)	-
Highgate Has Heart	11,350	(1,365)	9,985
Croydon Relief in Need	10,000	(9,366)	634
Lloyds Bank Foundation	30,000	(13,506)	16,494
AB Charitable Trust	10,000	(9,817)	183
London Youth Quality Mark	5,000	(2,000)	3,000
Mischon de Reya	5,000	(5,000)	-
The National Lottery Community Fund	111,837	(81,524)	30,313
BBC Children in Need	30,790	(30,568)	222
John Lyon's Charity	40,000	(29,259)	10,741
Wembley National Stadium Trust	2,500	(1,293)	1,207
Other Restricted Funds	-	(7,866)	(7,866)
Nepal	-	(226)	(226)
Anton Jurgens Charitable Trust	-	(5,000)	(5,000)
	473,825	(437,066)	36,759
<b>TOTAL FUNDS</b>	<b>489,495</b>	<b>(447,312)</b>	<b>42,183</b>



## 7. MOVEMENT IN FUNDS - CONTINUED

### comparatives for movement in funds

	at 1.12.17 (£)	Net movement in funds	Transfers between funds(£)	at 30.11.18 (£)
<b>UNRESTRICTED FUNDS</b>				
General fund	49,560	23,899	(2,597)	70,862
Designated fund: Fundraising	-	4,604	-	4,604
<b>TOTAL</b>	49,560	28,503	(2,597)	75,466
<b>RESTRICTED FUNDS</b>				
Other restricted funds	8,261	(395)	-	7,866
Lebanon	1,564	(4,161)	2,597	-
Nepal	2,017	-	-	2,017
Jack Petchey Foundation Achievement Award Scheme	1,202	(131)	-	1,071
Big Lottery Fund Grant - Reaching Communities (Rise Up London project)	26,570	(335)	-	26,235
BBC Children in Need Appeal	12,532	(6,618)	-	5,914
Lloyds Bank Foundation	11,239	1,165	-	12,404
Paul Hamlyn Foundation	25,727	(25,727)	-	-
Garfield Weston	-	10,000	-	10,000
Anonymous donation for casework	-	3,815	-	3,815
iWill/Thrive LDN	-	2,532	-	2,532
Anton Jurgens Charitable Trust	-	5,000	-	5,000
	89,112	(14,855)	2,597	76,854
<b>TOTAL FUNDS</b>	138,672	13,648	-	152,320

## 7. MOVEMENT IN FUNDS - CONTINUED

Comparative net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
<b>UNRESTRICTED FUNDS</b>			
General fund	24,583	(684)	23,899
Designated: Fundraising	5,000	(396)	4,604
	29,583	(1,080)	28,503
<b>RESTRICTED FUNDS</b>			
Lebanon	8,500	(12,661)	(4,161)
Jack Petchey Foundation Achievement Award Scheme	1,500	(1,631)	(131)
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	169,384	(169,719)	(335)
BBC Children in Need	34,480	(41,098)	(6,618)
Lloyds Bank Foundation	24,595	(23,430)	1,165
Paul Hamlyn Foundation	-	(25,727)	(25,727)
Garfield Weston	10,000	-	10,000
Anonymous donation for casework	30,000	(26,185)	3,815
iWill/Thrive LDN	13,333	(10,801)	2,532
Comic Relief	3,864	(3,864)	-
Help Refugees	5,000	(5,000)	-
Drapers	8,000	(8,000)	-
London Youth	1,133	(1,133)	-
Anton Jurgens Charitable Trust	5,000	-	5,000
Other Restricted Funds	-	(395)	(395)
	314,789	(329,644)	(14,855)
<b>TOTAL FUNDS</b>	<b>344,372</b>	<b>(330,724)</b>	<b>13,648</b>

## 7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined position is as follows:

	at 1.12.17 (£)	Net movement in funds	Transfers between funds(£)	at 30.11.19 (£)
<b>UNRESTRICTED FUNDS</b>				
General fund	49,560	32,823	(2,597)	79,786
Designated fund: Fundraising	-	1,104	-	1,104
<b>RESTRICTED FUNDS</b>				
Other restricted funds	8,261	(8,261)	-	-
Lebanon	1,564	(4,161)	2,597	-
Nepal	2,017	(226)	-	1,791
Jack Petchey Foundation Achievement Award Scheme	1,202	641	-	1,843
Big Lottery Fund Grant - Reaching Communities (Rise Up London project)	26,570	(26,570)	-	-
BBC Children in Need Appeal	12,532	(12,532)	-	-
Lloyds Bank Foundation	11,239	(11,061)	-	178
Paul Hamlyn Foundation	25,727	(12,996)	-	12,731
Anonymous donation for casework	-	4,101	-	4,101
iWill/Thrive LDN	-	1,599	-	1,599
Help Refugees	-	14,231	-	14,231
Anton Jurgens Charitable Trust	-	5,000	-	5,000
StreetGames UK (Fit & Fed)	-	550	-	550
Young Londoners Fund	-	3,810	-	3,810
Highgate Has Heart	-	9,985	-	9,985
Croydon Relief in Need	-	634	-	634
Lloyds Bank Foundation	-	16,494	-	16,494
AB Charitable Trust	-	183	-	183
London Youth Quality Mark	-	3,000	-	3,000
The National Lottery Community Fund	-	30,313	-	30,313
BBC Children in Need	-	222	-	222
John Lyon's Charity	-	10,741	-	10,741
Wembley National Stadium Trust	-	1,207	-	1,207
Anton Jurgens Charitable Trust	-	(5,000)	-	(5,000)
	89,112	21,904	2,597	113,613
<b>TOTAL FUNDS</b>	<b>138,672</b>	<b>55,831</b>	<b>-</b>	<b>194,503</b>

## 7. MOVEMENT IN FUNDS - CONTINUED

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources (£)	Resources expended (£)	Movement in funds (£)
<b>UNRESTRICTED FUNDS</b>			
General fund	40,253	(7,430)	32,823
Designated: Fundraising	5,000	(3,896)	1,104
	45,253	(11,326)	33,927
<b>RESTRICTED FUNDS</b>			
Lebanon	15,250	(19,411)	(4,161)
Jack Petchey Foundation Achievement Award Scheme	3,000	(2,359)	641
Big Lottery Fund Grant – Reaching Communities (Rise Up London Project)	212,834	(239,404)	(26,570)
BBC Children in Need	34,480	(47,012)	(12,532)
Lloyds Bank Foundation	24,595	(35,656)	(11,061)
Paul Hamlyn Foundation	30,000	(42,996)	(12,996)
Woodwood Trust	1,000	(1,000)	-
Garfield Weston	10,000	(10,000)	-
Anonymous donation for casework	60,473	(56,372)	4,101
iWill/Thrive LDN	29,999	(28,400)	1,599
Comic Relief	7,998	(7,998)	-
Help Refugees	33,465	(19,234)	14,231
Drapers	8,000	(8,000)	-
London Youth	1,133	(1,133)	-
Anton Jurgens Charitable Trust	5,000	-	5,000
StreetGames UK (Fit & Fed)	4,200	(3,650)	550
Young Londoners Fund	46,700	(42,890)	3,810
Big Give Christmas Challenge	4,010	(4,010)	-
Highgate Has Heart	11,350	(1,365)	9,985
Croydon Relief in Need	10,000	(9,366)	634
Lloyds Bank Foundation	30,000	(13,506)	16,494
AB Charitable Trust	10,000	(9,817)	183
London Youth Quality Mark	5,000	(2,000)	3,000
Mischon de Reya	5,000	(5,000)	-
The National Lottery Community Fund	111,837	(81,524)	30,313
BBC Children in Need	30,790	(30,568)	222
John Lyon's Charity	40,000	(29,259)	10,741
Wembley National Stadium Trust	2,500	(1,293)	1,207
Other Restricted Funds	-	(8,261)	(8,261)
Nepal	-	(226)	(226)
Anton Jurgens Charitable Trust	-	(5,000)	(5,000)
	788,614	(766,710)	21,904
<b>TOTAL FUNDS</b>	<b>833,867</b>	<b>(778,036)</b>	<b>55,831</b>

## 7. MOVEMENT IN FUNDS - CONTINUED

### Unrestricted Funds

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. The charity does not have any stipulation on how reserves are spent.

The purpose of designated funds were as follows:

**Unrestricted funds have been designated to fundraising.**

### Restricted Funds

Restricted funds relate to grants for project work undertaken by the charity. The work on these projects was still ongoing at the year end and not all the grants have yet been spent. During 2019, the trustees continued to undertake activities to raise funds for projects as necessary.

The purpose of restricted funds were as follows:

Project name /Donor	Details
Lebanon	Annual summer education and activities project in the Al Bass camp through our deliver partner, the Sour Community Disability Programme
Nepal	Support and peer-led education program in partnership with the Bhutanese Refugee Children Forum
Jack Petchey Foundation Achievement Award Scheme	A reward and recognition initiative to celebrate the achievements of our young people
Other Restricted Funds	Other funds reserved for activities in and fundraising for London projects
BBC Children in Need Appeal	Staff and costs of two weekly youth groups and a lunch club for young refugees and asylum seekers to improve their communication skills, reduce social isolation and increase knowledge (2016 - 2018)
Lloyds Bank Foundation	Peer Support project including a lunchtime group and peer to peer study groups (2016 - 2019)
Big Lottery Fund Grant - Reaching Communities (Rise up London Project)	Principal funding for Rise-Up London covering central staff and project costs, including youth groups, participation studies, education workshops, residential trips, advocacy and one-to-one youth case-workers (2016 - 2019)
Paul Hamlyn Foundation	Funding for a part-time Director (2016 - 2018)
Garfield Weston	Contribution to our core cost funding (2018)
Anonymous donation for casework	Costs for one-to-one Caseworker post in Croydon (2018 - 2020)
iWill/Thrive LDN	Funds the leadership group of young refugees and asylum seekers (2018 - 2021)
Comic Relief	Funding for the girls cycling project, run in partnership with The Bike Project. The funding comes through the Bike Project (2018 - 2020)
Help Refugees	Funding for the casework service
Anton Jurgens Charitable Trust	General funding towards our work
StreetGames UK (Fit & Fed)	Funding for a holiday programme of activities in Brent which combined sports and a meal
Young Londoners Fund	Funding for English language peer support and social learning groups
Highgate Has Heart	Funding towards YR casework service
Croydon Relief in Need	Funding towards YR casework service in Croydon
Lloyds Bank Foundation	Funding for core costs of YR (2019 - 2022)
AB Charitable Trust	Funding for core costs of YR
London Youth Quality Mark	Funding for core costs of YR received as part of our Silver Quality Mark accreditation
The National Lottery Community Fund	Funding to develop Advice and Support Hubs with partners in Brent and Croydon
BBC Children in Need	Funding for activities and support services to young refugees and asylum seekers in Croydon and Brent

John Lyon's Charity	Funding towards YR Service Manager in Brent
Wembley National Stadium Trust	Towards the cost of pitch hire for the YR football project in Brent
Big Give Christmas Challenge	Online match fund provided funding toward YR casework service (2019)
Mischon de Reya	General donation to YR
Woodwood Trust	Funding towards the Advice and Support Hub in Croydon

## 8. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 30 November 2019.

## DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 30 NOVEMBER 2019

	2019	2018
<b>INCOME AND ENDOWMENTS</b>		
<b>Donations and legacies</b>		
Donations	24,709	44,512
Grants	464,559	299,789
	489,268	344,301
<b>Investment income</b>		
Interest Receivable	227	71
<b>Total incoming resources</b>	489,495	344,372
<b>EXPENDITURE</b>		
<b>Charitable activities</b>		
Wages and Salaries	328,257	221,974
Recruitment Costs	10,265	2,363
Volunteer Costs	3,387	2,370
Travel and Welfare Costs	3,012	4,603
Project Costs	70,784	62,611
	415,705	293,921
<b>Other</b>		
Insurance	740	1,198
Administration Costs	30,867	35,605
	31,607	36,803
<b>Total resources expended</b>	447,312	330,724
<b>NET INCOME/ (EXPENDITURE)</b>	42,183	13,648



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Young Roots is a company limited by guarantee registered in England and Wales.

**Registered Company no:** 07448744 **Registered Charity no:** 1139685