



HERE FOR YOUNG PEOPLE

ANNUAL REVIEW 2021/22

CONTENTS

Foreword	3
Welcome	4
Jasmine's story	5
Who we are and what we stand for	6
Our Strategy	7
The year in numbers	8
Measuring our impact	9
Freya's story	10
Working collaboratively	11
Sustaining the Network	13
Ben's story	16
Growing the Network	17
Strengthening the Network	19
Young people first	22
Building an inclusive, diverse culture	23
Saif's story	24
Trustees Report and Financial Statements	25



FOREWORD

In many ways, this first post-Covid year has been a story of resilience. Resilience of young people in our communities, returning en masse to their Youth Zones to connect with others, develop and grow.

The resilience of staff teams at Youth Zones working tirelessly and creatively to unlock the potential within every single young person who steps into a Youth Zone.

The resilience of the OnSide team – flying the flag for youth work and knocking on the doors of the partners we so depend on to make the case for Youth Zones.

And the resilience of our growing movement of passionate supporters that truly believe in



young people and turn that belief into tangible support that enables the OnSide Network to support tens of thousands of young people in some of our most disadvantaged communities. Many of these supporters have faced unprecedented challenges within their businesses yet continue to give, driven by an unwavering belief in creating opportunities for young people.

Every single statistic and story in this report was made possible because somebody took a leap of faith with us. We owe a debt of gratitude to each of our valued supporters for enabling the transformational power of Youth Zones to impact thousands of young people this year.

It is a genuine privilege as Chair of OnSide to see first-hand the magic that happens when businesses large and small, philanthropists, local authorities, communities and young



people come together with us to create something special. Together we are building a movement of people who believe that how we support the next generation defines who we are as a society.

As we reflect on last year, we are even more determined to be bold in our ambition and aspiration for young people across the country. While we are incredibly proud of what we are achieving across 14 Youth Zones, the reality is that our efforts are just scratching the surface of the scale of need in communities, cities and towns across the country.

We hope you will be inspired by both the impact and onward potential of our important work.

Charles Mindenhall, Chair

WELCOME

This year saw Youth Zones across the OnSide Network return to what they do best - providing face-to-face support, a listening ear and brilliant activities to hundreds of young people every day, seven days a week, all year round.

Covid meant an unprecedented reduction in social interaction for us all – interaction that is especially critical for young people. That’s why it has been such a pleasure to see demand for Youth Zones grow amongst our members post-Covid. Right across the country, young people are returning to their Youth Zones, eager to get involved, interact with their peers, make new friends and have fun.

This increased demand is also seen within communities, with more Local Authorities approaching us to explore developing new Youth Zones than ever before. There is real excitement and a growing movement building around our work and mission. The OnSide Network continues to thrive, and we were thrilled to have opened Warrington Youth Zone, the fourteenth in our Network, earlier this year. This growth is only possible because of the strength of our team, with their superb range of skills and experience, working at pace

to meet the demand and develop the partnerships we depend on.

As we grow, so does our ability to measure our impact. Our increasingly robust evaluation framework (based on one-to-one structured evaluation conversations with members) helps us continuously improve. Critically it also provides more opportunities for youth workers to have meaningful conversations with young people about the difference Youth Zones make to them. This report will outline more about how we do this.

Alongside our growth, we have also taken steps to strengthen our partnerships within the wider youth sector. It is a pleasure to Co-Chair the Back Youth Alliance this year, a collaboration of leading youth organisations coming together to ensure that young people remain high on the agenda for policymakers.

Our Youth Zones tell us that many young people returned with greater needs than pre-Covid and its effects are still being felt. We also know families are facing unprecedented challenges as the rising cost-of-living continues to bite.

It’s clear that the support of youth workers has never been more vital. We hope this report highlights the power of society working together to transform the lives of young people.

Kathryn Morley, Chief Executive



JASMINE'S STORY



My family were in financial difficulties which was causing me to have a low mindset. I was just getting through each week and didn't have any ambition for my future. Watching my mum struggle each day was difficult and I felt helpless to help her.

I was referred to the Hive Youth Zone in the Wirral by my family support worker from social services to build my confidence and help me improve my motivation.

The first contact I had was when they delivered us a hamper of food and health essentials. Next I was matched with a mentor Gina, who helped me raise my aspirations and look at what I wanted from life. I started to see myself wanting things that I hadn't thought about before such as university, a good job, doing what I wanted in life and trying to figure out what that was.

I started to look for part-time work. Gina supported me to write a C.V. with a covering letter and The Hive purchased some interview clothes for me. I secured a position in an organisation supplying hospitality staff to venues like Liverpool & Everton Football Club and Haydock and Aintree Racecourse. This enabled me to practice my new found communication skills as I had to speak to many different people.

I have made even more steps towards success this year. I was given support with my personal statement for my university application. In February I found out that I was accepted to all 5 universities of my choice.

Mentoring has helped me grow into a different person to who I was before. I didn't think I had a future because of where I'm from.



Now I have a different outlook. I am so much happier and I am excited about the future."

Jasmine, 19 from The Hive 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 against the six goals we set out within our ambitious 2021-24 strategic plan, taking us closer to fulfilling our mission.

Our goals are:


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 are proud of our achievements against our strategy so far, including further strengthening the starting position of new Youth Zones, exceeding our target for new Youth Zones by kickstarting six projects in 2021/22, expanding OnSide's incredible family of donors and supporters, and supporting the OnSide Network to bounce back brilliantly following Covid with ever stronger delivery and impact measurement. We remain focused on our goals and ambitions for the year ahead.



2021/22

THE YEAR IN NUMBERS

It has been a year of challenges and triumphs, and we're immensely proud of our achievements. Here's a snapshot of some of our impact in numbers this year.

1

new Youth
Zone opened



Nearly

400

people trained
through our Talent Academy



36,400

members supported



6

new live Youth
Zone projects

Barnsley, Crewe, Preston, Thurrock, Salford and South
Bristol



Over

4,000

free meals have
been provided to members



391,965

engagements with young people



MEASURING OUR IMPACT

At the start of the year we introduced a new evaluation framework developed with the Evidence Development and Incubation Team (EDIT) at King's College London to achieve a more consistent and robust approach to evaluation across our Network.



With the support of the EDIT team we created a set of evaluation questions tested across the OnSide Network with young people, that provide a reliable and consistent measurement of outcomes.

We primarily measure outcomes using a self-reporting questionnaire completed during one-to-one conversations between youth workers and young people. Answers are added to an app embedded within our content management system, Salesforce.

The approach provides valuable learnings for youth workers at individual Youth Zones, enabling them to better support their members. We can also generate insights about individual members, projects, Youth Zones individually and collectively, and share this learning to drive best practices across the Network.

Our new approach asks young people who access our universal offer to score themselves between one and five in several areas, including self-confidence, social skills, physical health and mental wellbeing.

By focusing our evaluation on measuring young people's social-emotional skills, we are able to identify where young people may need additional support, track their progress, and understand and learn about their progression and engagement with different aspects of our provision.

This year, in our pilot of this new approach, 861 members from our Network completed this new evaluation process.

We measure the following outcomes: self-confidence, self-esteem, social skills, resilience, physical health, mental wellbeing and determination.

Early findings are showing us that 74% of young people reported three or more positive outcomes over the time period, and 74% reported an increase in confidence.

As our impact evaluation becomes more embedded in the delivery of day-to-day youth work, we will have more data to draw on, adding to that gained from external evaluations.

FREYA'S STORY



“ I've been attending the Youth Zone for two years. I wanted a place where I could go that was for me. I have five siblings and home is always busy, my mum worries about me and my siblings a lot.

I like going to the Youth Zone because I get to have some time that is just for me, without my siblings around. I enjoy being in the music room, banging on the drums is fun and I get to make noise and do not have to worry about being quiet. When I'm at home, I must be careful of how much noise I make because some of my siblings are sensitive to noise.

I want to get stronger, and the gym allows me to work on my fitness, I want to be able to move my bed by myself so that I can change my bedroom around that I share with my sister so we can both have some privacy.

Before I started at the Youth Zone, I only had a couple of friends. I had experienced being bullied and losing friends, and the staff at the Youth Zone made me feel happy as I knew I had someone I could talk to. I now feel more comfortable making friends, I cannot wait to spend time with them next year when I go to secondary school.

Freya, 11 from Carlisle Youth Zone



WORKING COLLABORATIVELY

The context we are working within and the needs of our young people have changed dramatically in recent years.

That's why we have developed our partnerships to better advocate for young people nationally, and develop services and support at the local youth work level.

We have continued to strengthen our relationships with government and the youth sector, particularly through the Back Youth Alliance and the National Youth Advisory Board.

The Back Youth Alliance is 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.

Our CEO Kathryn Morley took on the role of Back Youth Alliance Co-Chair to help drive forward the youth sector's collective priority agendas, with OnSide supporting

collaborative action through various working groups.

Through the Back Youth Alliance, we provided an opportunity for young people from across the country to share their views with senior policymakers, through a round-table meeting with the then Minister Parliamentary Under Secretary of State at the Department for Digital, Culture, Media and Sport, Nigel Huddleston.

Collaborative working across the Network is also increasing, such as a growing partnership with the Duke of Edinburgh Award scheme. This year, HideOut Youth Zone in East Manchester became a DofE accredited centre, joining a growing number of Youth Zones to offer their programmes to young people.



“

It takes a village to bring up a child, and a Youth Zone is part of the village infrastructure. It's the young people that make the name of the place, it's the young people that design the place, it's the young people that say this is what they want to aspire to and that's so important. The Youth Zone works with council services and other community networks. I can't praise it enough if you haven't got much money this is the place to spend it. It isn't a standalone institution.”

**Councillor Darren Rodwell,
Leader, Barking and Dagenham Council**

Partnership is central to how Youth Zones develop locally. For example, Wigan Youth Zone collaborates with Wigan Warriors Rugby League Football Club, the Police and Fire Services, schools, colleges, the Wigan Safeguarding Board and many more partners to deliver activities that meet local needs. During lockdown, Wigan Council began a programme delivered from the Youth Zone for looked-after young people, with similar targeted programmes continuing to be delivered by the Council from the Youth Zone today.



The pandemic has had an impact on all of us. But young people have been hit very hard – with a rise in those troubled by anxiety, loneliness, and social isolation. Being able to run activities in partnership with the Youth Zone has encouraged placement stability and avoid[ed] family breakdown.”

Wigan Council Targeted Youth Support Services

Partnerships enable young people to mix with peers from other parts of the country and leave their town or city (often for the first time); grow in confidence; learn new skills and develop their aspirations.

Our partnership with the charity Snowcamp is a great example of this aspiration. Through the partnership, 148 young people from 12 different Youth Zones had the opportunity to try skiing and snowboarding, a sport that would typically be prohibitively expensive for our members. Participants got to try the sport, build on their skills and then train to become ski instructors, culminating in a week-long residential in the Alps with some impressive results:

- **11 achieving a Snowsports England Level 1 Instructor qualification.**
- **17 achieving Snowsports England Trained Status.**
- **73 receiving ASDAN certificates in Sport & Fitness.**
- **28 attending a week-long residential in the Alps.**

Collaboration with local authority decision-makers is at the heart of each Youth Zone project and we are encouraged by the growing demand from local authorities nationwide this year to engage in new partnerships to bring new Youth Zones to new places.

We are incredibly grateful to our partners for their role in moving our work forward this year.



The Youth Zone will create fabulous new opportunities for young people who live in Thurrock. This multi-million pound state-of-the-art facility will help children make more friends, build their self-confidence, and will help them progress into work or further education.”

Cllr Mark Coxshall, Thurrock Council's Deputy Leader and Cabinet Member for Regeneration and External Affairs

SUSTAINING THE NETWORK

While we have ambitious plans to grow our Network of Youth Zones it is just as important that we are able to sustain the Network - so that each Youth Zone is an enduring, successful charity within its community, meeting the needs of young people for generations to come.



Youth Zones are long-term community assets, and we are incredibly proud that a number of Youth Zones have celebrated their tenth birthday, including Manchester, Mahdlo and Blackburn this year.

Youth Zones, with our backing, work hard to sustain strong levels of support and activities for young people, always with an eye on remaining relevant and evolving to meet their ever-changing needs.

Blackburn is a great example of this. Since opening its doors in 2012, it has continually broadened its offer to reach more young people. During lockdown, it launched a second satellite site in nearby Darwen to increase engagement with young people. The site proved successful, and this year they raised funds to make this site permanent, providing young people in the area with multiple opportunities to access support.

Showcasing the impact of Youth Zones and youth work is an ongoing challenge across the Network. Manchester Youth Zone is tackling this head-on, working closely with members to launch a '10 in 10' storytelling campaign to mark its tenth anniversary. Ten members' stories and photos have featured on billboards across Manchester City Centre, helping to promote the Youth Zone to young people and supporters.

A Youth Zones' incredible facilities are a key selling point, which is why maintaining the standard of facilities is an ongoing priority. The oldest member of the OnSide Network, and inspiration for the Youth Zone model Bolton Lads and Girls Club, recently completed a major refurbishment of its main building, with a new design appealing to young people and keeping the Club relevant for decades to come.

They also underwent a re-brand, adopting the new name BLGC.



SPOTLIGHT ON MAHDLO YOUTH ZONE



Mahdlo Youth Zone celebrated its tenth anniversary this year. We caught up with their Chief Executive Lucy Lees, to find out more about her experiences over the past ten years.

Lucy Lees, Chief Executive, has been at Mahdlo since opening, growing her career through various roles. We spoke to her about the challenges, triumphs and change she has faced over the past ten years:

Mahdlo turned ten in March, what's been the biggest highlight for the Youth Zone over the past decade?

There have been so many moments, but the highlight is seeing the successes of young people. It's a privilege to be part of a young person's journey. Seeing members develop in confidence, develop friendships, and grow is special. Seeing a young person get up on stage for the first time as they sing their heart out – these moments are priceless and reaffirm our work. The long hours are worth it!

How have your services adapted to respond to the changing needs of young people?

When we first opened, we followed the OnSide opening model with its wide range of universal youth work services and activities. We have since added new services in response to the needs of Oldham. For example, we've introduced mentoring to respond to mental health and wellbeing needs.

We've also developed strong partnerships, working together to give young people a wide range of opportunities and support. We have counsellors onsite from MIND and support workers from drug and alcohol recovery and sexual health organisations.



How has the support of OnSide and the Network helped over the past ten years?

One of the key benefits of the Network is building relationships with other Youth Zones. It's also good to know there is always someone at the other end of the phone who may know how to tackle a problem.

I and my team have also been able to access fantastic training run centrally by OnSide, through the Onside Talent Academy.

The power of the Network helps with fundraising, as OnSide help to access funding streams such as the Youth Investment Fund, which has provided us with £70,000 to get a new floor within the sports hall, which desperately needed doing.

Finally, I think it's essential for the Network to get together and champion youth work; it's an important profession! I'm passionate about 'growing our own' and encouraging as many people as possible to take up careers in youth work. We deliver Level 1 and 2 Youth Work Awards in partnership with Oldham and Rochdale Youth Services as we want to ensure Oldham has a bank of youth workers, not just at Mahdlo but in the area, to support young people.

What are your hopes for the future of the Youth Zone and how do you intend to maintain its success?

To strive to provide young people with the best opportunities. We must ensure we have a well-trained workforce and that young people's voices are central to provision, and that they actively contribute to decision making.

I also want to demonstrate the impact of the Youth Zone – I can see the difference in young people when I attend sessions, but we aren't so good at shouting about that and having the evidence to support what we do. I hope to embed the Youth Zone further within the community, making sure young people have access to our offer. And finally, I want to maintain our success, continue to deliver quality youth work, listen to young people and respond to their needs.



BEN'S STORY



I deferred my university place as a result of my mental health and when I got a job as a care worker, I also quit due to stress and anxiety. Looking back now, I'm not ashamed this happened as it meant I could focus on my wellbeing and try and find myself.

It feels like it has been a long journey, I really wasn't sure what I wanted to do with my life. Every day was a mental uphill struggle. I was referred to Legacy by my pastor as they had a programme for people like me, not in education or employment. I started, and then I quit – social anxiety played a major role. The staff at Legacy encouraged me to come back onto the course. I did, and I'm glad I chose to do so. There were some weeks that I felt too low to even leave my house, but I'm proud of myself for making every session of training.

The staff recommended me for weekly mentoring sessions where we explored my interests. I got into vlogging, a big step for someone with anxiety. We worked on calming techniques I could use if I was stressed or anxious. Since then, I've decided that I want to be a public speaker to help others like me who suffer from anxiety and mental health issues. Legacy has signed me up for a public speaking course, and I'm loving it so far. I'm so grateful to the Legacy team for their encouragement.

I recently applied for a retail position at Tesco and got the job – the confidence I felt in the interview is down to the training and support I received at Legacy.



I still attend weekly mentoring sessions at Legacy and no longer need daily interventions to manage day-to-day life. I'm also planning to restart my course in Computer Science at University in September."

Ben, 19 from Legacy Youth Zone



GROWING THE NETWORK

The demand for services that support young people is higher than ever, particularly as the true impact of the pandemic becomes clear. We're confident that now is the time to develop more Youth Zones across the country, and we're grateful to have a growing number of supporters that agree.

Grimsby

Horizon Youth Zone continues to develop. We are appointing contractors and will start work on site later this year. Several new Founder Patrons have been confirmed as the project continues to gain support from the local business community.



Preston

In Preston, both funding and a site have been confirmed by Preston City Council. The Youth Zone will form part of the Towns Fund Investment Programme and conversations are ongoing to identify capital funding supporters.

Crewe

Plans for a Youth Zone in Crewe are progressing as Crewe Town Board and Cheshire East Council has approved the decision. We look to submit the planning application later this year.

South Bristol

South Bristol's Youth Zone will see OnSide collaborate with local charity Youth Moves.

A planning application was submitted in Summer 2022 with the aim to open in 2024.

Youth Moves will oversee the running of the Youth Zone, which will become part of its wider operations.





Hammersmith and Fulham

WEST Youth Zone is now under construction in Hammersmith and Fulham. Based in White City, the Youth Zone will be part of a wider complex called EdCity, which will also play host to a school, nursery, adult learning centre and a residential unit.

OnSide initiated the Hammersmith and Fulham project back in 2016 and has already worked with local young people to create the brand. Construction is expected to be completed in late 2023 before the Youth Zone opens in early 2024.

Barnsley

Plans for Yorkshire's first Youth Zone, located in Barnsley, got underway in August

2021 when Barnsley Council's Cabinet approved the decision. The Youth Zone also has the backing of retail giant ASOS, the town's largest employer, who has agreed to contribute £1.2m to the project as its first corporate sponsor.

Salford

Salford Youth Zone is the latest to join the list of live Youth Zone projects. Backed by Fred Done and Salford City Council, the Youth Zone will adopt a different approach and be led by HideOut Youth Zone under one umbrella charity.

Thurrock

Plans for Thurrock Youth Zone are progressing well. A proposed site has been identified in Tilbury with the Tilbury Towns Fund and Council supplying half of the capital funding.



Warrington

Warrington Youth Zone officially opened on Saturday, 2 July 2022, with over 1,400 people attending the opening event and over 3,000 young people signing up in the first month.

It was incredible to see plans come together and so many happy young people already enjoying the activities on offer.

STRENGTHENING THE NETWORK

OnSide regularly secures funds from partners to enable project ideas that support young people to be piloted across the Network.

Projects delivered across multiple Youth Zones provide a mutual sense of purpose and opportunities to share best practice while demonstrating the Network's collective strength and impact on young people.

A number of multi-Youth Zone initiatives have been delivered this year, including:



Wellbeing Workers project

Launched in July 2021 and funded by the Prudence Trust, the project provides varied one-to-one wellbeing support for young people, with many having repeat conversations and creating personal development plans. A further aspect of the project supports young people to use art to support mental wellbeing. Since the project began, 941 young people have had a one-to-one with a wellbeing worker.

Stronger Sisters

This is helping to raise aspirations through sharing experiences and building strong support networks. Funded by Islamic Relief UK and launched in January 2022, 64 young women from three Youth Zones have taken part.



Culture of Health

This long-term project aims to embed a culture of health and wellbeing in all Youth Zones, including training staff to better support young people and each other. This year, its impact grew, with all Youth Zones now delivering the project.

Active Youth

Funded by UK Youth, this project involved the delivery of sports sessions targeted at inactive young people, with opportunities for Young Leaders to shine. During the project's second phase, which ran between October 2021 and March 2022, 730 young people participated.



Systems and processes

We have continued to invest in developing systems and processes to improve efficiencies across the Network. Working collaboratively with a steering group of Youth Zone Chief Executives, progress has included:

- **The launch of a new online booking functionality for members during Covid.**
- **The roll-out of multi-factor authentication, improving the security of sensitive data across the Network.**
- **Expertise brought in to review and advise on GDPR compliance.**
- **The creation of a new OnSide role to champion, train and upskill Youth Zone teams on tech systems.**



Talent Academy

The Talent Academy, our workforce development and training centre, continues to support workforce development and career paths across the Network. This year:

- 23 youth workers gained the skills and knowledge needed to develop further as a great youth worker in a Youth Zone through the Level 3 Youth Work Diploma, run in partnership with the National Youth Agency.
- 25 staff new to line management received people management training and built skills including leadership, communication, managing and coaching others, personal effectiveness and effective delegation. Nine aspiring leaders graduated from our 12-month leadership programme.



- 43 Trustees benefitted from monthly training in areas linked to the OnSide Network Excellence Framework.
- Four Youth Zone Boards received training including governance, safeguarding, excelling in youth work in a Youth Zone setting, organisational excellence, fundraising and excellence in delivery.
- 13 senior staff gained a Level 5 professional coaching qualification.
- A series of masterclasses were delivered to build skills in communication, fundraising, safeguarding, time management, change management, project management, and equality, diversity and inclusion.

Nearly 400 people benefitted from Talent Academy training this year, supported in large part by an anonymous funder.



The opportunity to learn and complete the Youth Work Diploma is something I will always be grateful for and forms the foundations of my youth work career going forward."

Steve Anderton, The Hive Youth Zone



YOUNG PEOPLE FIRST

Over the last year, Youth Zones have continued to support members to not only try new activities, but to raise their voices on issues important to them on a local and national level.

In 2021, we became involved with The Hope Collective, a partnership of cross-sector organisations formed to support the twentieth anniversary legacy campaign for Damilola Taylor. Through the Hope Collective, young people are invited to contribute their thoughts on issues that affect them to create long-term change. Multiple young ambassadors from across the OnSide Network were invited to speak on panels at events, inputting into important discussions around levelling up, poverty and discrimination.



Young people also play a key role in the development of our new Youth Zones. This year, young people from Grimsby have continued to support Horizon Youth Zone's development. The group was an integral part of the successful bid for £2.7m of funding from The National Lottery Heritage Fund, which will support the development of the Youth Zone and a longer-term heritage programme. Young people attended the presentation to the National Lottery Heritage Fund and recorded a video which formed part of the bid.

Young people were also integral to the opening of Warrington Youth Zone, supporting in a number of areas such as staff recruitment through sitting on interview panels, partnering with a graphic design company to develop the Youth Zone brand and taking an active role in the fundraising, attending sponsored walks and presenting to potential funders and patrons.

We also welcomed new OnSide Ambassadors, young people from across the Network who are passionate about their Youth Zone, youth work and growing the Youth Zone Network, so more young people benefit.

Highlights over the past year include:

- **Working with the Wigan Youth Voice group to bring Ambassadors from the Northwest together to share ideas and to contribute to what exploring individuality and diversity means to them.**
- **Developing young people's public speaking skills in partnership with the Speakers Trust, a charity focused on giving young people across the UK the confidence to make their voices heard.**
- **Our annual team-building residential trip for 20 OnSide young Ambassadors to the Lake District.**

BUILDING AN INCLUSIVE, DIVERSE CULTURE

Diversity brings innovation, fresh ideas and creativity.

We are proud of the steps we have taken this year toward creating a truly inclusive and diverse culture at OnSide, which enables all of our team to be themselves and thrive.

As we adapted to life post-Covid, we built on our existing agile working approach to introduce new hybrid working this year, enabling colleagues to benefit from both the work-life balance benefits of home working and the connection and collaboration that comes through office-based working.

Our internal employee group FREDIE (Fairness, Respect, Equality, Diversity, Inclusion & Engagement) continues to support OnSide's Strategy Team - providing strategic oversight and challenge around equality, diversity and inclusion (ED&I) – in line with our three ED&I Strategy goals:

1. People and Culture – Cultivate and promote an inclusive culture that maximises the talent, skills and diversity of our employees.

2. Build and maintain a diverse workforce – Attract and retain a pipeline of diverse candidates with a wealth of experience and talent.

3. Support and champion equality, diversity and inclusion across the Network – Celebrate diversity and strive for social equality in all that we do to support open Youth Zones and new Youth Zone projects.

The group has led a number of initiatives this year, including delivering a varied programme of internal events to educate and inspire our team on issues such as race and mental health and championing OnSide becoming a signatory of Business in the Community's Race at Work initiative.

We have also taken steps to better understand our people, conducting our Employee Engagement survey this year (with a focus on diversity) and collecting data on employee diversity to inform our target setting.

The strength of OnSide comes from the diversity of people from varied backgrounds and with different experiences, united in a passion for young people.

In line with our aspiration to build an organisation that reflects the communities we serve, we have revised our recruitment processes this year to ensure we are actively removing bias and striving towards being better able to attract candidates from under-represented backgrounds.

Looking forward, we continue to be ambitious in our commitments and take practical action towards a diverse and inclusive culture. Over the coming year, we will be focusing our efforts on further implementing our ED&I strategy, embedding ED&I through every aspect of our work and amplifying learning and personal accountability through new initiatives around allyship and reverse mentoring.

SAIF'S STORY



“

I didn't use to live in the UK. I moved here in November 2020. I didn't know what a Youth Zone was. I'd passed by it multiple times when I moved to Wigan, and I thought that's not a place for me. Going in there, meeting everyone in the rec area, they are the nicest people. I wasn't expecting as much kindness. From there I found so many different rooms to try, like the sports hall, the enterprise room and dance studio where I've learnt to express myself, which has helped me be more confident about my body.

Right now, I live alone with my brother, so the enterprise room has helped me with how to manage money and how to build a business. I liked the Youth Zone so much I wanted to give back in some way. My experience just kept getting better as I became part of Youth Voice and a Young Leader at the Youth Zone. Being a Young Leader gave me essential experience that from it I got a job in a primary school as a teaching assistant. I don't think I would have gotten that job if I was not a Young Leader.”

Saif, 17 from Wigan Youth Zone

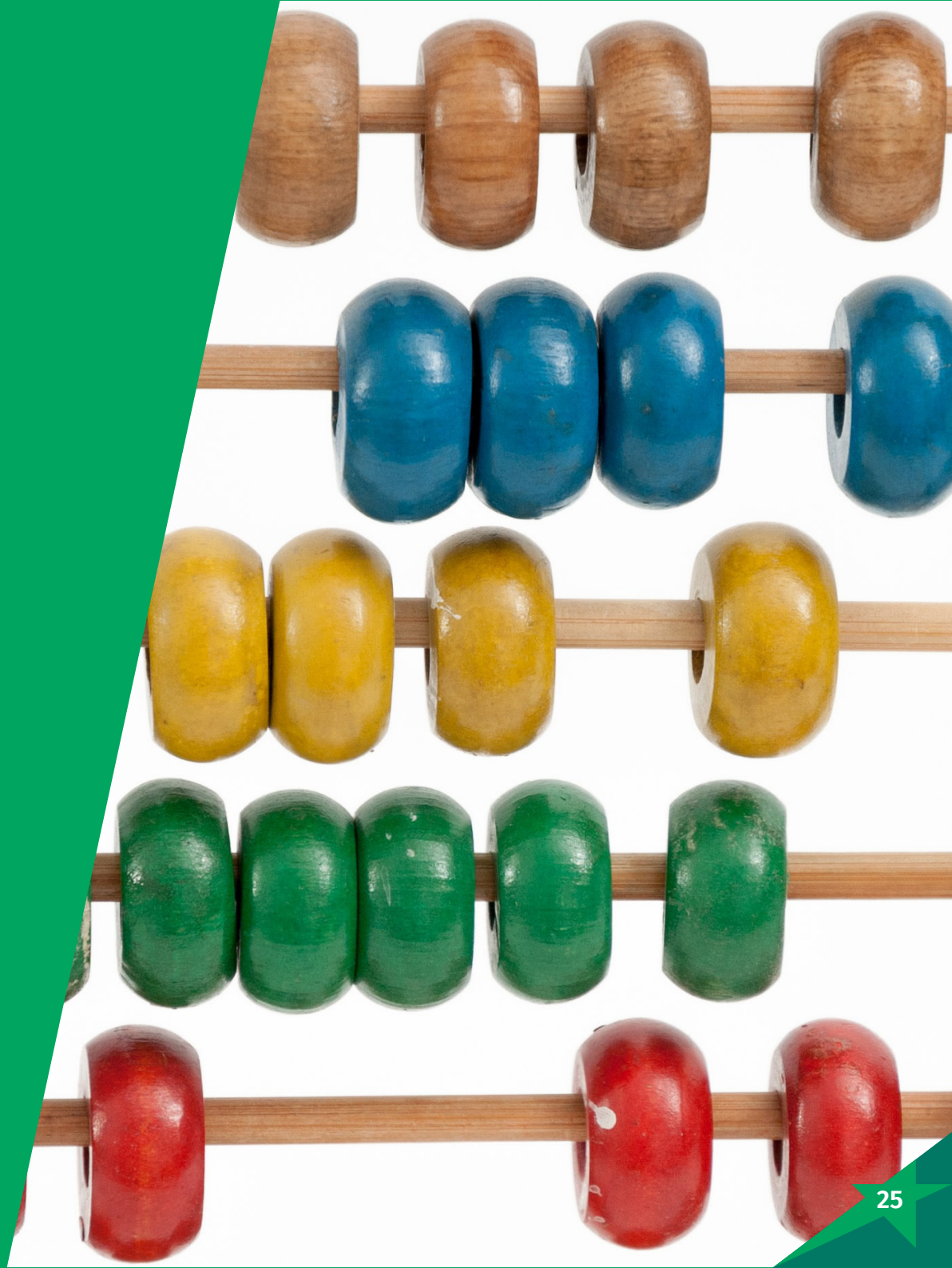


Registered number: 06591785
Charity number: 1125893

ON SIDE YOUTH ZONES

(A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022



ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Contents

.....
**Reference and Administrative Details
of the Charity, its Trustees and Advisers** 27
.....

Trustees' Report 28
.....

**Independent Auditor's Report
on the Financial Statements** 37
.....

Statement of Financial Activities 40
.....

Balance Sheet 41
.....

Statement of Cash Flows 42
.....

Notes to the Financial Statements 43
.....

ON SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Reference and administrative details of the charity, its trustees and advisers for the year ended 31 March 2022

Trustees

CW Holroyd CBE DL
WKC Griffiths (resigned 27 May 2021)
JR Marsh (resigned 24 September 2021)
CS Mindenhall, Chair
JC Roberts
NDM Sleep (resigned 3 November 2021)
AK Hoult
MT Jackson
JK Allen
AME Headley

Company registered number

06591785

Charity registered number

1125893

Registered office

Suite GE, Atria, Spa Road, Bolton, BL1 4AG

Chief executive officer

K Morley

Independent auditor

Crowe U.K. LLP, 3rd floor, The Lexicon, Mount Street,
Manchester, M2 5NT

Bankers

Handelsbanken plc, 6 The Courtyard, Calvin Street, Bolton, BL1 8PB

Solicitors

Hill Dickinson LLP, No.1 St Paul's Square, Liverpool, L3 9SJ
Bates Wells, 10 Queen Street Place, London, EC4R 1BE
Teacher Stern LLP, 37-41 Bedford Row, London, WC1R 4JH

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

**Trustees’
report
for the year
ended
31 March 2022**

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.

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 grant givers, 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 and expansion of the Network-wide Talent Academy programme; delivering training and placement opportunities for staff throughout the Youth Zone Network including Chief Executives, Fundraising Managers, Business Admin Managers, Heads of Youth Work and Youth Workers. This bespoke training and high quality inter Youth Zone secondments significantly strengthen the collective capability of the Network.
- Developing the high-level skills of Youth Zone Trustee boards to ensure excellent standard of governance.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

- Creating local communication and fundraising strategies and tools to enable the Youth Zones to raise their public profile and income
- Developing the impact measurement tool used across the Youth Zones 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.

Achievements and performance

In 2021/22, the Charity's main achievements were:

- Provided the Network of 14 live Youth Zones with intensive funding, support and guidance throughout the Covid-19 pandemic. 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 adapt their operating models whilst emerging from Covid restrictions and supporting over 36,400 young people through the period. OnSide supported Youth Zones to adapt from the previous year's online-based offer (popular during the height of Covid restrictions) to engage young people to once more attend Youth Zones in person.
- Taken significant steps forward with live projects in Hammersmith & Fulham and Grimsby. Construction is now complete in Warrington with the grand opening having taken place on 2 July 2022; the Grimsby Youth Zone (known as Horizon) gained planning permission in March 2021; and construction has commenced on the wider EdCity development, of which the Hammersmith & Fulham Youth Zone (known as WEST) is part, through the renewed support of the London Borough of Hammersmith & Fulham, the educational charity Ark, and OnSide and our supporters.
- Taken significant steps forward with other opportunities to build Youth Zones in more locations across the UK, particularly in South Bristol, Crewe, Preston and Thurrock.
- 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 (BYA), 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.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

Trustees' report for the year ended 31 March 2022

- Delivered a number of multi-partner projects co-ordinated by OnSide with the aim 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:
 - Named charity partner for The Lord Mayor's Appeal; this highly successful campaign was extended to 2022/23. The generous support of the Trustees of the Appeal this year alone has enabled us to support the London-based Youth Zones with over £420k of funding.
 - The completion of the Four Acre Trust project which supported four Youth Zones across the Network to deliver a step change in excellent delivery and organisational stability.
 - The continuation of the highly successful 'Culture of Health' project; a Network-wide health project working to embed a true culture of health and wellbeing across the Youth Zones.
 - An arts and mental health project across five Youth Zones was initiated with funding from the Prudence Trust.
 - The Talent Academy programme, building skills and capacity at all levels within Youth Zones, thanks to an anonymous funder.
 - Continued to work closely with The OnSide Foundation in securing commitments and monitoring the application of grant funding and donations with a consolidated receipt value of £15M. This funding provides both direct capital funding to new Youth Zone projects as well as unrestricted and restricted revenue funding to OnSide and the Youth Zone Network.
 - Cultivating and maintaining close relationships with representatives from both the local private and public sectors to fund, support and promote the Youth Zones.
 - Taking stock of our own development and strategic plans for the future, through the development of OnSide's new strategy covering the three years to 2024.
 - Developed and launched a refreshed brand identity to enhance our reputation throughout the public, private and community sectors.

FINANCIAL REVIEW

Summary financial review

As we emerged from the pandemic, 2021/22 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 remaining strong and stable year-on-year at £6,101,154 and an increase in unrestricted reserves to £1,401,865:

A summary of the income and expenditure for the year ended 31 March 2022 is as follows:

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Total incoming resources	3,465,751	2,635,403	6,101,154	6,157,595
Total resources expended	-3,341,922	-2,629,888	-5,971,810	-5,500,829
Net movement in funds for the year	123,829	5,515	129,344	656,766
Fund balances at 31 March 2022	1,401,865	5,058,370	6,460,235	6,330,891

The positive net movement of £123,829 will increase the Charity's unrestricted reserves to ensure the organisations continues to hold a strong financial position and fulfil its reserves policy (outlined below).

Risk Management

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 funds to launch a new Youth Zone project. An extensive risk register is established with specific mitigating actions; this register is reviewed quarterly by the Strategy Team 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.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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, Landmark, the UBS Optimus Foundation, the Rocha Family, the Whinfell Charitable Fund, the Regatta Foundation, the United Talent Agency Foundation, the AKO Foundation, Bruntwood, the Lord Mayor's Appeal 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 funding for essential grassroots activity delivered across the Youth Zone Network was welcomed from the Lord Mayor's Appeal, Four Acre Trust, UBS Optimus Foundation, Oglesby Charitable Trust, Rayne Foundation, CareTech Foundation, 29th May 1961, Fusion 21, UK Youth, UFC, National Lottery Community Fund, Prudence Trust, Rank Foundation and the Islamic Relief Foundation.

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.

Together, all funders ensured that critical support could continue without pause during what has been 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.

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.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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.

To achieve clear separation between OnSide and new Youth Zone projects, as soon 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. This process is overseen by The OnSide Foundation. Only the Manchester Youth Zone building remains in the fixed assets of OnSide.

In reviewing the potential costs that could arise should a significant reduction in income be incurred, the Trustees have determined that unrestricted, 'free', reserves should be maintained at approximately 3 months running costs. The Trustees agree that the purpose of the unrestricted reserves is to support all day-to-day activities necessary at OnSide to support the existing Youth Zones along with the development of prospects; due consideration has been given to these activities in the annual review of the reserves policy. Consequently, the reserves policy considers ongoing fixed costs, excludes variable costs and other one-off additional/discretionary items; 3 months of fixed costs are determined as £900,000.

The Trustees manage OnSide's finances to ensure an adequate level of reserves can be maintained in compliance with the Reserves Policy. Due to the current uncertainty of the economic climate, rising costs and an anticipated increase in demand for our services, the Trustees have agreed that the Charity will temporarily amend

the reserves policy and carry 3-6 months of unrestricted reserves throughout the next financial period. Unrestricted reserves at 31 March 2022 amounted to £1,401,865, equivalent to approximately 5 months cover. The Trustees will continue to review the amount to be held in reserves during 2022/23 and respond appropriately to the changing external environment.

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 7 times over the last financial period.

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 impact of inflation 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 Senior 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 assessment is that there are no known material uncertainties regarding 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.

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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 pace of new Youth Zone projects is recovering well following the initial impact of the pandemic; the need for Youth Zones has never been greater. We are grateful to our extraordinary supporters who have risen to the fundraising challenge in 2021/22 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£1.3M 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 2022/23 we will continue to deliver this by:

- Continuing to grow the OnSide Network, progressing our new Youth Zone projects in Grimsby, South Bristol, Preston, Crewe, Thurrock and other areas across the country to achieve our target of opening four new Youth Zones a year, 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 expanding the Talent Academy, our culture of youth participation, and the other support 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.

- 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
- Embedding our Network Values and Shared Standards so they are at the heart of everything we do.

Restricted funds and delivery contracts

Throughout 2021/22 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.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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.

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 the 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.

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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 have been meeting 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 along senior member of the team.

The Senior Management team consists of the Chief Executive, the Deputy Chief Executive, Directors of Finance, Operations, Human Resources, Fundraising, Head of Communications & Brand, and the Network Director. This team meets six 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 October 2019)).

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 Operations) 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.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Trustees' report for the year ended 31 March 2022

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.
- 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.

Approved by the Trustees on 26 September 2022 and signed on their behalf by:



CS Mindenhall

Chair, Company Director and Trustee

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 'charity') for the year ended 31 March 2022 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 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the 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)

Opinion on other matters prescribed by the Companies Act 2006

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

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

Matters on which we are required to report by exception

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

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

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

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

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:

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

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

We obtained an understanding of the legal and regulatory frameworks within which the charitable company 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 Companies Act 2006, Charities Act 2011 and employment legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the trustees and other management and inspection of regulatory and legal correspondence, if any.

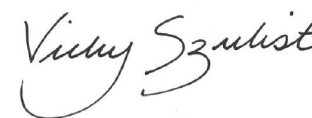
We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be the override of controls by management and completeness of income. Our audit procedures to respond to these risks included enquiries of management about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals and sample testing from grant documentation.

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 Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's 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 (Senior Statutory Auditor)
for and on behalf of Crowe U.K. LLP**

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

Date: 3rd October 2022

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Statement of financial activities (incorporating income and expenditure account) for the year ended 31 March 2022

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations and legacies	4	2,805,228	85,000	2,890,228	4,222,159
Charitable activities:	5				
New and existing Youth Zone support		-	1,557,787	1,557,787	752,767
Fees receivable & shared services		637,543	-	637,543	416,223
Network project income		-	992,616	992,616	733,154
Fundraising	6	7,205	-	7,205	18,232
Investments	7	1,608	-	1,608	2,010
Other income	8	14,167	-	14,167	13,050
Total income		3,465,751	2,635,403	6,101,154	6,157,595
Expenditure on:					
Raising funds	9	1,621	-	1,621	-
Charitable activities		3,340,301	2,629,888	5,970,189	5,500,829
Total expenditure		3,341,922	2,629,888	5,971,810	5,500,829
Net movement in funds		123,829	5,515	129,344	656,766
Reconciliation of funds:					
Total funds brought forward		1,278,036	5,052,855	6,330,891	5,674,125
Net movement in funds		123,829	5,515	129,344	656,766
Total funds carried forward		1,401,865	5,058,370	6,460,235	6,330,891

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

The notes on pages 43 to 64 form part of these financial statements.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Balance sheet as at 31 March 2022

	Note		2022 £		2021 £
Fixed assets					
Tangible assets	14		3,607,836		3,713,592
Total			3,607,836		3,713,592
Current assets					
Debtors	15	358,082		111,511	
Cash at bank and in hand		2,884,798		2,915,950	
Total		3,242,880		3,027,461	
Creditors: amounts falling due within one year	16	(390,481)		(410,162)	
Net current assets			2,852,399		2,617,299
Total net assets			6,460,235		6,330,891
Charity funds					
Restricted funds	18		5,058,370		5,052,855
Unrestricted funds	18		1,401,865		1,278,036
Total funds			6,460,235		6,330,891

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

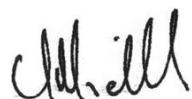
The members have not required the entity to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

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 26 September 2022 and signed on their behalf by:



CS Mindenhall
Trustee

The notes on pages 43 to 64 form part of these financial statements.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Statement of cash flows for the year ended 31 March 2022

	Note	2022 £	2021 £
Cash flows from operating activities			
Net cash used in operating activities	20	(22,745)	731,053
Cash flows from investing activities			
Dividends, interests and rents from investments		1,608	2,010
Purchase of tangible fixed assets		(10,015)	(8,908)
Net cash used in investing activities		(8,407)	(6,898)
Cash flows from financing activities			
Net cash provided by financing activities		-	-
Change in cash and cash equivalents in the year		(31,152)	724,155
Cash and cash equivalents at the beginning of the year		2,915,950	2,191,795
Cash and cash equivalents at the end of the year	21	2,884,798	2,915,950

The notes on pages 43 to 64 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 2022

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 2015), 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 impact of the pandemic, Brexit 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 Senior 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 2022/23 budget has been established in consideration of the ongoing impact of the pandemic (as far as possible), which provides supporting evidence to the going concern assessment.

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.

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 to a third party, 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 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 the basis of time spent by staff.

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 (continued) for the year ended 31 March 2022

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 (continued) for the year ended 31 March 2022

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.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

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
(continued)
for the year
ended
31 March 2022

4. Income from donations and legacies

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

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Donations			
The OnSide Foundation and its supporters	2,479,510	-	2,479,510
YZ Emergency Fund	-	1,250,000	1,250,000
Bruntwood	18,696	-	18,696
General Donations	308,711	-	308,711
Subtotal	2,806,917	1,250,000	4,056,917
Donations	(4,192)	-	(4,192)
CJRS income	169,434	-	169,434
Subtotal	165,242	-	165,242
Total 2021	2,972,159	1,250,000	4,222,159

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

5. Income from charitable activities

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 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
Fees receivable & shared services	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
(continued)
for the year
ended
31 March 2022

5. Income from charitable activities (continued)

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Youth Zone Development & Projects			
Lord Mayor's Appeal	-	269,794	269,794
Get A Job: UBS	-	69,375	69,375
Youth Endowment Fund	-	17,961	17,961
Four Acre Trust	-	100,000	100,000
Youth Zone Health Project	-	65,400	65,400
Talent Academy Project	-	136,309	136,309
UK Youth - Active Youth Project	-	28,085	28,085
Youth Zone Development Fund	-	3,999	3,999
UFC Project	-	35,405	35,405
Be Internet Citizens Project	-	6,825	6,825
New and Existing Youth Zone Support	-	677,768	677,768
Fees receivable & shared services	416,223	-	416,223
Total	416,223	1,410,921	1,827,144

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

6. Income from other trading activities

	Unrestricted funds 2022 £	Total funds 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

	Unrestricted funds 2021 £	Total funds 2021 £
Income from fundraising events		
Donation Royal Albert Hall	18,232	18,232
Total	18,232	18,232

7. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £
Investment income	1,608	1,608
Total	1,608	1,608

	Unrestricted funds 2021 £	Total funds 2021 £
Investment income	2,010	2,010
Total	2,010	2,010

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

8. Other incoming resources

	Unrestricted funds 2022 £	Total funds 2022 £
Other income	14,167	14,167
Total	14,167	14,167

	Unrestricted funds 2021 £	Total funds 2021 £
Other income	13,050	13,050
Total	13,050	13,050

9. Expenditure on raising funds

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Fundraising trading expenses			
Great Appeal Costs	1,621	1,621	-
Total	1,621	1,621	-

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

10. Analysis of expenditure by activities

	Activities undertaken directly 2022 £	Support costs 2022 £	Total funds 2022 £
Youth Zone Development & Prospecting	2,952,238	574,784	3,527,022
Network Support - Open Youth Zones	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

	Activities undertaken directly 2021 £	Support costs 2021 £	Total funds 2021 £
Youth Zone Development & Prospecting	1,526,121	617,004	2,143,125
Network Support - Open Youth Zones	1,175,000	950,986	2,125,986
OnSide Fundraising	-	691,623	691,623
OnSide Administration	50,200	489,895	540,095
Total	2,751,321	2,749,508	5,500,829

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

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				
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

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2021 £	Network Support -Open Youth Zones 2021 £	Fundraising Team 2021 £	Total funds 2021 £
Analysis of direct costs (continued)				
Depreciation	14,513	-	-	14,513
Recruitment Charges	-	-	30,856	30,856
Insurance	-	-	8,174	8,174
Bank Charges	-	-	759	759
Repairs & Maintenance	-	-	1,015	1,015
Legal & Professional	213,712	-	-	213,712
Marketing	135,767	-	-	135,767
Staff Welfare	-	-	9,396	9,396
Staff Training (including Talent Academy)	58,679	-	-	58,679
YZ Development Costs	574,419	-	-	574,419
Youth Zone Funding	529,031	-	-	529,031
YZ Emergency Fund	-	1,175,000	-	1,175,000
Total	1,526,121	1,175,000	50,200	2,751,321

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

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					
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

ONSIDE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements (continued) for the year ended 31 March 2022

10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2021 £	Network Support -Open Youth Zones 2021 £	Fundraising Team 2021 £	OnSide Administration 2021 £	Total funds 2021 £
Analysis of support costs (continued)					
Staff costs	487,314	893,410	649,753	460,241	2,490,718
Depreciation	92,957	5,057	3,677	2,605	104,296
Room Hire	37	68	49	35	189
Computer Costs	5,822	10,675	7,764	5,499	29,760
Telephone and internet charges	4,487	8,229	5,983	4,238	22,937
Water and electricity	320	588	427	301	1,636
Rent, Rates & Service Charge	14,167	25,971	18,888	13,377	72,403
Publications & Subscriptions	750	1,375	1,000	708	3,833
Travel, Subsistence & Accommodation	2,257	4,138	3,009	2,132	11,536
Printing, Stationery & Postage	804	1,475	1,073	759	4,111
Governance costs	8,089	-	-	-	8,089
Total	617,004	950,986	691,623	489,895	2,749,508

11. Auditor's remuneration

	2022 £	2021 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	6,725	6,210
Fees payable to the Charity's auditor in respect of: All non-audit services not included above	1,050	1,000
Total	7,775	7,210

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

12. Staff costs

	2022 £	2021 £
Wages and salaries	2,334,098	2,156,388
Social security costs	260,737	239,800
Contribution to defined contribution pension schemes	105,241	94,530
Total	2,700,076	2,490,718

Payments in relation to redundancy or termination of employment in the year amounted to £nil (2021: £15,814).

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

	2022 £	2021 £
Chief Executive	1	1
Fundraising	10	12
YZ Development	4	3
Property & Construction	5	5
Marketing & Comms	4	4
Network	5	3
Opening & Delivery Support	8	4
Finance & Admin	7	9
HR	5	5
Total	49	46

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

12. Staff costs

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

	2022 No.	2021 No.
In the band £60,001 - £70,000	5	3
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	2	1
In the band £120,001 - £130,000	1	1

Key management personnel include the Chief Executive, Deputy Chief Executive and the Director of Operations. The total salary cost including employers' NI and employers' pension contributions in 2021/22 for these individuals was £385,523 (2021: £366,807).

13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2021 - £NIL).

During the year ended 31 March 2022, no Trustee expenses have been incurred (2021 - £NIL).

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the
financial
statements
(continued)
for the year
ended
31 March 2022

14. Tangible fixed assets

	Long-term leasehold property £	Computer equipment £	Office equipment £	Total £
Cost or valuation				
At 1 April 2021	4,508,694	206,146	275,690	4,990,530
Additions	-	10,015	-	10,015
Disposals	-	(124,198)	(228,722)	(352,920)
At 31 March 2022	4,508,694	91,963	46,968	4,647,625
Depreciation				
At 1 April 2021	826,784	189,576	260,578	1,276,938
Charge for the year	90,172	11,246	14,353	115,771
On disposals	-	(124,198)	(228,722)	(352,920)
At 31 March 2022	916,956	76,624	46,209	1,039,789
Net book value				
At 31 March 2022	3,591,738	15,339	759	3,607,836
At 31 March 2021	3,681,910	16,570	15,112	3,713,592

ONLINE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

15. Debtors

	2022 £	2021 £
Due within one year		
Trade debtors	335,790	12,736
Other debtors	12,118	18,880
Prepayments and accrued income	10,174	79,895
Total	358,082	111,511

16. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	204,318	88,619
Other taxation and social security	107,316	82,209
Other creditors	17,530	15,366
Accruals and deferred income	61,317	223,968
Total	390,481	410,162

17. Financial instruments

	2022 £	2021 £
Financial assets		
Financial assets measured at amortised cost	3,232,706	2,947,566
Financial liabilities		
Financial liabilities measured at amortised cost	283,165	214,973

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.
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
(continued)
for the year
ended
31 March 2022

18. Statement of funds

Statement of funds - current 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	54,520	136,310	(123,599)	67,231
Youth Zone 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
Sure Coaching	-	18,000	(18,000)	-
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 - Fixed Asset Funds	3,700,045	-	(90,174)	3,609,871
Total restricted funds	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 (continued) for the year ended 31 March 2022

18. Statement of funds (continued)

Statement of funds - prior year

	<i>Balance at 1 April 2020 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Balance at 31 March 2021 £</i>
Designated funds				
Summer Ball - Preston & Chester YZs	106,208	-	(106,208)	-
Unrestricted funds				
General Funds - all funds	889,276	3,421,674	(3,032,914)	1,278,036
Total Unrestricted funds	995,484	3,421,674	(3,139,122)	1,278,036
Restricted funds				
UBS Optimus Employability Project	64,527	69,375	(31,355)	102,547
New & Existing Youth Zone Support	392,775	756,768	(511,942)	637,601
Talent Academy	-	136,309	(81,789)	54,520
Youth Zone Health Project	28,491	65,399	(42,035)	51,855
National Lottery Community Fund	45,400	(33,696)	(11,704)	-
Prudence Trust	-	6,825	(6,825)	-
UFC Project	-	35,405	-	35,405
YZ Emergency Fund	-	1,250,000	(1,175,000)	75,000
UK Youth - Active Youth Project	-	28,085	-	28,085
Lord Mayor's Appeal	275,001	269,794	(325,000)	219,795
Rank Aspire Programme	15,674	-	-	15,674
Independent Supported Living Fund	12,921	-	(12,921)	-
Islamic Relief Project	6,032	100,000	(3,331)	102,701
Four Acre Trust Convergence	31,651	17,961	(49,612)	-
Outdoor Adventure Fund	14,073	-	(14,073)	-
Youth Zone Development Fund	-	33,696	(4,069)	29,627
Myplace Manchester	3,792,096	-	(92,051)	3,700,045
Total restricted funds	4,678,641	2,735,921	(2,361,707)	5,052,855
Total of funds	5,674,125	6,157,595	(5,500,829)	6,330,891

ON-SIDE YOUTH ZONES

(A company limited
by guarantee)

.....

Notes to the financial statements (continued) for the year ended 31 March 2022

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

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) Youth Zone 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 one-to-one 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 members' 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) YZ Emergency Fund

Funding raised and disbursed directly to the Youth Zones at the outbreak of the pandemic; supported by The OnSide Foundation, Garfield Weston Foundation and St. James's Place Charitable Foundation.

ix) UK Youth - Active Youth Project

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

x) Sure Coaching

The offer of free online sports coaching to improve the capabilities of sports staff in the Youth Zones with a development pot for them to apply to try new ideas.

xi) 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.

xii) Rank Aspire Programme

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

xiii) 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.

xiv) 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.

xv) Four Acre Trust Convergence

Targeted specifically at five Youth Zones across the Network to develop a model for Youth Voice that could be rolled out to the rest of the Network. This funding also funded some work at Manchester Youth Zone to strengthen their additional needs provision.

xvi) 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 Manchester.

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements (continued) for the year ended 31 March 2022

19. Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Analysis of net assets between funds - current year			
Tangible fixed assets	-	3,607,836	3,607,836
Current assets	1,792,346	1,450,534	3,242,880
Creditors due within one year	(390,481)	-	(390,481)
Total	1,401,865	5,058,370	6,460,235

	Restated unrestricted fund 2021 £	Restated restricted funds 2021 £	Total funds 2021 £
Analysis of net assets between funds - prior year			
Tangible fixed assets	31,681	3,681,911	3,713,592
Current assets	1,489,135	1,538,326	3,027,461
Creditors due within one year	(242,780)	(167,382)	(410,162)
Total	1,278,036	5,052,855	6,330,891

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

	2022 £	2021 £
Net income for the year (as per Statement of Financial Activities)	129,344	656,766
Adjustments for:		
Depreciation charges	115,771	118,806
Dividends, interests and rents from investments	(1,608)	(2,010)
Increase in debtors	(669,914)	(32,741)
Increase/(decrease) in creditors	403,662	(9,768)
Net cash provided by/(used in) operating activities	(22,745)	731,053

ONLINE YOUTH ZONES

(A company limited
by guarantee)

Notes to the financial statements (continued) for the year ended 31 March 2022

21. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	2,884,798	2,915,950
Total cash and cash equivalents	2,884,798	2,915,950

22. Analysis of changes in net debt

	At 1 April 2021 £	Cash flows £	At 31 March 2022 £
Cash at bank and in hand	2,915,950	(31,152)	2,884,798
Total	2,915,950	(31,152)	2,884,798

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 cost charge represents contributions payable by the group to the fund and amounted to £17,424 (2021: £15,366) were payable to the fund at the balance sheet date and are included in creditors.

24. Operating lease commitments

At 31 March 2022 the Charity had commitments to make future minimum lease payments under noncancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	1,105	1,105
Later than 1 year and not later than 5 years	129	644
Total	1,234	1,749

25. Related party transactions

During the year the company received donations which in total amounted to £2,000,000 (2021: £1,975,000) from 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 2021/22



onsideyouthzones.org