



# HERE FOR YOUNG PEOPLE

ANNUAL REVIEW 2023/24

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# FOREWORD

**This past year has been one of remarkable growth and achievement, underpinned by the sort of partnership and collaboration that is at the heart of the OnSide model.**

Our success is a testament to the unwavering commitment of our funders and partners, whose support has helped to propel the OnSide Network to become the largest provider of centre-based youth work in the country. Their contributions have not only sustained our existing Youth Zones, but



have also enabled us to expand, impacting the lives of over 50,000 young people this year by giving them access to trained, trusted youth workers and opportunities.

Despite some of the understandable economic challenges faced by the organisations and businesses that help to fund us, we are increasingly seeing supporters of all sizes, from successful regional businesses to global multinationals, step up for our young people – and in doing so make an essential commitment to our shared future.

The support we offer through Youth Zones is life changing, and in many cases life **saving**. Investing in Youth Zones means giving young people living in some of our most disadvantaged communities the chance to realise their potential, develop crucial life skills, and aspire to better



pathways. It means investing in who those young people are today – and who they can be tomorrow. Ultimately, it's a long-term investment in a resilient, skilled, and motivated future workforce.

We appeal to more businesses and individuals to join this growing movement, so we can build a future where every young person can thrive and contribute positively to our communities and industries.

Together, we look forward to achieving even more for our young people.

**Charles Mindenhall**  
Chair, OnSide



# WELCOME

**This report is being published during an exciting period of growth for OnSide that will see our reach to young people nationwide double.**

Yet while we look forward to the continued expansion of the OnSide Network, it's also important that we take a moment to pause and recognise the progress we've made in the past year to create further opportunities for young people – at a time when youth work support has never been more vital.

Despite the challenge of rising costs placing significant pressure on our Youth Zones, they have shown incredible resilience, adapting what they do, and how they do it, and thinking creatively to ensure they can continue to be there for young people. My colleagues at OnSide have also continued to provide vital support to Youth Zones, enabling and equipping them to provide excellent support for young people. I am incredibly grateful to be able to work alongside such a committed team. Together, we have not only maintained but expanded our reach, opening our 15th Youth Zone WEST in Hammersmith and Fulham, and offering a safe, supportive

environment for over 50,000 young people who between them made over half a million visits to Youth Zones.

This is why OnSide exists – to empower young people to grow, learn and achieve their full potential through the transformative power of youth work. Each Youth Zone is much more than an impressive building. It represents hope and opportunity for thousands of young people within its community. Hope and opportunity that has never been more critical for a generation facing unprecedented pressures including rising levels of anxiety, financial pressures and isolation.

At OnSide, we believe that youth work is an essential right, not a nice to have. I am lucky in my role to see first-hand the transformative power of youth work within our Youth Zones every day. Countless young people are, with our support, developing confidence, skills, and aspirations for their futures.



It is important that young people feel able to have a voice and share their stories. And amplifying their stories and experiences is a key way that we are able to make the case for youth work. I am grateful for the young people who have shared their inspirational stories with us this year, some of which you will find in this report.

Our progress this year brings us closer to our ambitious long-term goal: 35 Youth Zones by 2035, supporting 150,000 young people. There is still much work to be done. But with the continued support of our growing family of donors and the dedication of our team, volunteers and partners, I am confident that we can make our vision a reality and continue to transform the lives of young people, one Youth Zone at a time.

**Jamie Masraff**

Chief Executive, OnSide



# JONATHAN'S STORY

**I have been attending sessions at the Youth Zone for 12 years now, visiting over 900 times; the Youth Zone is a big part of my life.**

The activities and socialising at the Youth Zone have been great, but the staff have really helped me when things have been difficult.

I lost a family member and found it really difficult to process my grief. I couldn't say how I was feeling, so I wrote it down and passed it to a staff member who took the time to read it.

They found time to talk to me and checked in with me multiple times while I was processing everything. Talking to them helped me to process my grief.

With the support from the team at the Youth Zone I learnt coping mechanisms, and how to remember the family member in a positive way. Not letting the loss take away the special memories I have.

I also learnt a lot about how to build strong meaningful relationships that have developed into lifelong friendships. I have had help and support when relationships have gone through difficult times, and found ways to get through them. I now understand the importance of friendships and how friends are not always people you see daily but are there when you need them.

I was a young teenager when I started and now I am 24, so next year will be my final year at Carlisle Youth Zone. Everyone there will always be in my heart and I'll try and visit as much as I can – or come back and volunteer.

**Jonathan, 24**  
Carlisle Youth Zone





# WHO WE ARE AND WHAT WE STAND FOR

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

## Our Vision

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

## Our Mission

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

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

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

## Our Values

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

**YOUNG PEOPLE FIRST**



**AMBITION**



**EXCELLENCE**



**COLLABORATION**



**RESPECT**



# OUR STRATEGY

This year was the final year delivering against our ambitious 2021–24 strategic plan and it laid the foundations for our new 2024–27 strategic plan “Growing the OnSide movement on strong foundations”, which will see us delivering activity against a refreshed set of goals.

## Our six strategic goals

### GOAL 1

Refine our Youth Zone model and offer



### GOAL 4

Maintain OnSide's financial sustainability



### GOAL 2

Grow the OnSide Network



### GOAL 5

Strengthen OnSide's profile and reputation



### GOAL 3

Strengthen the OnSide Network



### GOAL 6

Become an employer of choice



Our new strategy sets out our focus for the next three years so we sustainably grow the OnSide movement, while also strengthening our foundations. Delivering this strategy will ensure we are on track to deliver our long-term goal for 2035; a flourishing network of 35 Youth Zones supporting over 150,000 young people per year.



# 2023/24

## THE YEAR IN NUMBERS

Although it's been a tough year, we stayed committed to giving every young person the chance to reach their full potential. Here's an overview of our impact over the past 12 months.

**574,933**

Engagements with young people



**50,975**

Members supported



**582**

Staff have benefitted from Talent Academy training



**1000's**

Of young people have visited their new Youth Zone in Hammersmith and Fulham



**67,000**

Total free meals provided to over **12,000** members



**43,135**

Visits from **8,368** young people on Holiday Club sessions





# MEASURING OUR IMPACT

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

**We know Youth Zones and the youth workers within them transform lives, and our data provides the compelling evidence of this impact. Our annual OnSide Network Impact Report highlights how our Youth Zones benefitted the young people we worked with over the past 12 months.**

Youth workers are a consistent presence in young people's lives, providing opportunities and support which give them the confidence and skills to succeed.

Our 2023/24 OnSide Network Impact Report is based on the analysis of 4,352 complete datasets. This is more than double the amount of last year's data and allows us to demonstrate the impact of our youth workers with even greater confidence.

This year, our Youth Zones supported more young people living in poverty and challenging circumstances than last year, as reflected by a rise in members receiving free school meals and living in the 40% most deprived areas.

Continued rises in utility bills, wage inflation (**10% increase to Real Living Wage**), food costs (**increased 25% between January 2022 and January 2024**) and facility maintenance costs, pushed significant additional expense into Youth Zones' budgets. During the year, some Youth Zones had to reduce the number

of sessions to compensate for these sudden increases. This led to a decrease [9%] in the total number of young people engaging more regularly, compared to the previous year.

At the same time, Youth Zones put in place additional fundraising activities to rebuild their session delivery and are delivering against plans to return to normal levels.

Research shows the likelihood of children and **young people having a mental health problem has increased by 50%, and 39% of 6–16 year-olds have experienced a deterioration in their mental health during recent years.** It's encouraging to see the positive impact of attending Youth Zones. Over the last year, 77% of young people maintained or improved their mental health.

As we collect data over time, we are better able to understand longer term impact trends. It shows us, for example, that the positive impact on young people grows the longer they attend a Youth Zone.

The longitudinal data shows there is a significant increase in young people's self-efficacy, life and communication skills in their fifth year of attending a Youth Zone, along with their ability to manage their feelings and make positive health choices.

## Key outcomes over the last 12 months include:

**77%** of young people maintained or increased their mental health

**81%** of young people maintained or increased self-confidence

**79%** of young people maintained or increased resilience

**78%** of young people maintained or increased self-esteem



# DOMINIKA'S STORY

**I joined Wigan Youth Zone because I was struggling to find an after-school club or activity where I felt happy.**

I was doing dance and swimming but didn't feel like I fitted in. A friend told me about all the fun things that I could do at Wigan Youth Zone so I asked my parents if I could come and have a look round.

When I first started coming, I was excited and a little bit nervous about what people would think about me. For a while I wasn't sure about where to go and what to do, so I stayed in the Art Room, then I found out about the upstairs activities, which I love.

Now I feel relaxed and I know I can come on my own or with a friend. I've made loads of new friends here and I like that I keep making new friends from different backgrounds to me.

I like that there are lots of different activities on offer and I can get involved with whatever I want, depending on what I feel like doing that day. I find people who are fun and funny and, thanks to my confidence growing,

I am not afraid to join new groups if I want to learn something new.

I have learning difficulties and dyslexia so having another young person, youth worker or young leader sit with me helps me to get things done when I am not sure how to do them.

I've learnt a lot about myself and my self-value so I can walk away when my friends are doing things that I don't want to get myself involved in, and not let that affect me. I like the support I get from all of the Wigan Youth Zone staff when I am doing activities.

Since joining Wigan Youth Zone I am more cheerful and have more energy to face every day. It's helped me overcome my fears and learn new skills that will help me in the future.

**Dominika, 10**  
Wigan Youth Zone



# WORKING COLLABORATIVELY

**It's essential we keep our programmes relevant for young people, and that we offer opportunities that match their interests and ambitions.**

Collaborating with local and national partners helps to ensure our offer remains fresh, engaging, and reflects the needs of young people.

## British Wheelchair Basketball

An important collaboration for us has been with British Wheelchair Basketball. Over the last two years, it has partnered with seven Youth Zones, providing funding for them to buy wheelchairs and train youth workers to deliver wheelchair basketball sessions. In total, more than 40 youth workers have been trained as British Wheelchair Basketball 'activators' and wheelchair basketball is delivered regularly across the Youth Zones' junior, senior and inclusion sessions.

Inclusivity and access to opportunities is extremely important to us, and this partnership plays a key part in ensuring that whatever their physical ability, young people have the chance to enjoy and excel in sport.







**Lucy Fisher**

Partnerships Manager,  
Duke of Edinburgh

## Partnership with the Duke of Edinburgh's Awards

Over the past year our collaboration with the Duke of Edinburgh's Awards (the DofE) has gone from strength to strength. Nine Youth Zones now have licenses to deliver the award, meaning that young people across the Network can gain skills and experience in a range of activities they may not otherwise have access to.

We spoke with Lucy Fisher, Partnerships Manager at the DofE, to hear her thoughts on the partnership.

"The collaboration between the DofE and OnSide came through our involvement with the Back Youth Alliance, and since we've been working together, we've licensed several Youth Zones to deliver the Award, with six in the pipeline. This key partnership is helping to make the DofE more widely accessible, supporting us to reach 1.6 million young people by 2026.

"OnSide is a key player in the youth sector – it has such excellent facilities, and through its direct work with marginalised young people, OnSide is helping us ensure that no young person misses out on developing life-long skills through the DofE. Our OnSide-specific target is to reach 300 young people over the next two years across all the Youth Zones, which is exciting and one I'm sure we can achieve.

*"OnSide is helping us ensure that no young person misses out on developing life-long skills through the DofE"*

"In terms of the future of the partnership, it would be amazing if the DofE could be embedded into the offering of all new Youth Zones from the outset – giving young people access to it in spaces where they are already enjoying a variety of enrichment activities compatible with the Award. We'd also like young people to progress further with the Award; a lot of them complete their Bronze Award, but we'd love them to have opportunities to work towards their Silver and Gold, too.

"Ultimately, this collaboration has so much potential; both The Duke of Edinburgh's Award and OnSide have the shared goal of giving young people the chance to explore their passions – and discover new ones – outside the classroom. Both organisations know that by creating space and opportunities for young people, they can try something new, challenge themselves and grow in confidence from doing so. I can't wait to see where this partnership will go next."





## Youth Sector collaboration

Collaboration with other organisations in the sector has also been very important to us this year. OnSide has played a key role in the 'Sector Common Outcome and Shared Measurement Framework', a collaborative youth sector project which aims to bring a collective approach to capturing and analysing data in the youth sector.

The project was led by the Centre for Youth Impact at YMCA George Williams College, in collaboration with the Black Youth Alliance (BYA) and the Government Department for Digital, Culture, Media and Skills (DCMS). It aimed to align how demographic data is collected, make it easier to gather shared data, and enable measurement of our collective impact across the sector.





# SUSTAINING THE NETWORK

**Whilst this has been an exciting year with WEST Youth Zone opening in April and seven more set to open in the next 18 months, ensuring the financial sustainability of the existing Youth Zone Network is equally as important.**



**Emma Hutchinson,**  
CEO, Bolton Lads  
and Girls Club

With rising costs and the demand for youth support increasing, this year has been testing. However, talented Youth Zone staff are driven problem solvers, constantly innovating to access new and additional income streams.

We caught up with Bolton Lads and Girls Club (BLGC) CEO, Emma Hutchinson, to find out how she's helping the Youth Zone be more self-sufficient.

**The youth services landscape has been difficult across the UK over the past 12 months, what specific challenges has BLGC faced?**

I think the challenges in Bolton have very much reflected the national picture.

But we also had our own challenge of rising costs for the Youth Zone's building refurbishment. Unfortunately, because of the timing of the refurbishment – which took place in July 2022 – the actual costs were significantly higher than the pre-Covid estimates. Not wanting to compromise on the quality of the facility, it meant we had to tap into our reserves. When I joined the organisation a year ago, one of my main tasks was to generate more of our own sustainable income, to give us more financial resilience.

## **How did you generate sustainable income?**

One of the main ways was to utilise the building during the day. Over the past year we've hired our spaces to local youth organisations, high schools and Bolton University. The income from this helps cover the general costs and helps us maintain our free evening sessions for young people.

We also hire out our spaces to alternative education provisions. Local services run classes here for young people struggling in mainstream education. These are just the sort of young people who would benefit from Youth Zone activities, so getting them through the doors also shows them the facilities on offer.





Alongside this, we're working on running our own alternative provision education offer. We've recruited a Director of Education, and in September we're aiming to appoint additional education staff.



We've been running this as a pilot with 15 young people since May, and hope from September we'll have 30–40 young people coming to BLGC for alternative education services. We've planned out two income streams for this offer, one is offering provision for young people with additional needs or who are being very disruptive at school; the second offers services to young people who have been permanently excluded.

Because we're already paying for the facility, the only extra costs we've had is staffing. At the beginning of the next financial year, we will have a good idea about what is working, what needs improving, and what income it could provide in the long term.

### **Speaking of long term, do you have any other income generation ideas in the pipeline?**

There is an increasing demand for children's residential care homes in Bolton, and we're working with the council to see if we could open and operate two or three in the borough.

It's a very costly service so it wouldn't generate a lot of surplus income, but the money that is generated could go towards

staff salaries, meaning there would be more money available in the unrestricted funding reserves. If it goes ahead then it wouldn't get started for another 18 months to two years, but the conversations are very much underway.

### **As an independent charity, have there been times when being part of the Network has helped you tackle financial – and other – challenges?**

It's been a big help. The training we can access through OnSide has been great because obviously that reduces some of our own operating costs. Also, having that network of other Chief Executives can help when you need feedback on what might be a bit of a mad idea! I can ask whether they think it's a winner or not, or whether they think I'm crackers.

It's especially helpful for me, because prior to this I've only ever delivered services for children, young people and their families. So, being able to tap into peers' experience and knowledge around the day-to-day operations of a Youth Zone has been invaluable.

# KIARA'S STORY

**Before I joined the Youth Zone I'd spend almost all my time on my phone in my room, it really affected my confidence.**

I stayed in the house and didn't really interact with people. I felt overwhelmed and shy when I first joined, as I didn't know the building and I found it hard at times. But I started to become more comfortable and confident thanks to one of the staff members, Jo, who got me involved.

I love coming now as I feel more confident. It's helped me with my self-esteem, and it feels like a second home. I know that the staff are here to support me and give me great advice. I struggled a lot with my mental health at first because I just felt anxious about making new friends and trying different activities, as well as communicating how I felt when I got upset. I ended up doing a wellbeing programme, which helped me try new activities while working on my communication skills. I have made some new friends because of the skills I've learned.

I have also found that doing sports has massively built my confidence, because it has showed me not to give up and to be more positive even if things don't go well. It's helped me to try new things that I wouldn't have tried before, and I've really got into football as a goalkeeper.

I've learnt that no matter what age you are, you are still able to play professionally if you work hard and don't let any barriers stop you. It has been very inspiring, and I have a more positive outlook about the future as I am considering a career in sport – I am thinking about coaching.

Attending the Youth Zone has helped me look to the future and increased my aspirations. This is because I have had great support from the staff which has made a positive impact on my life.

**Kiara, 18**

The Hive, Wirral Youth Zone





# GROWING THE NETWORK

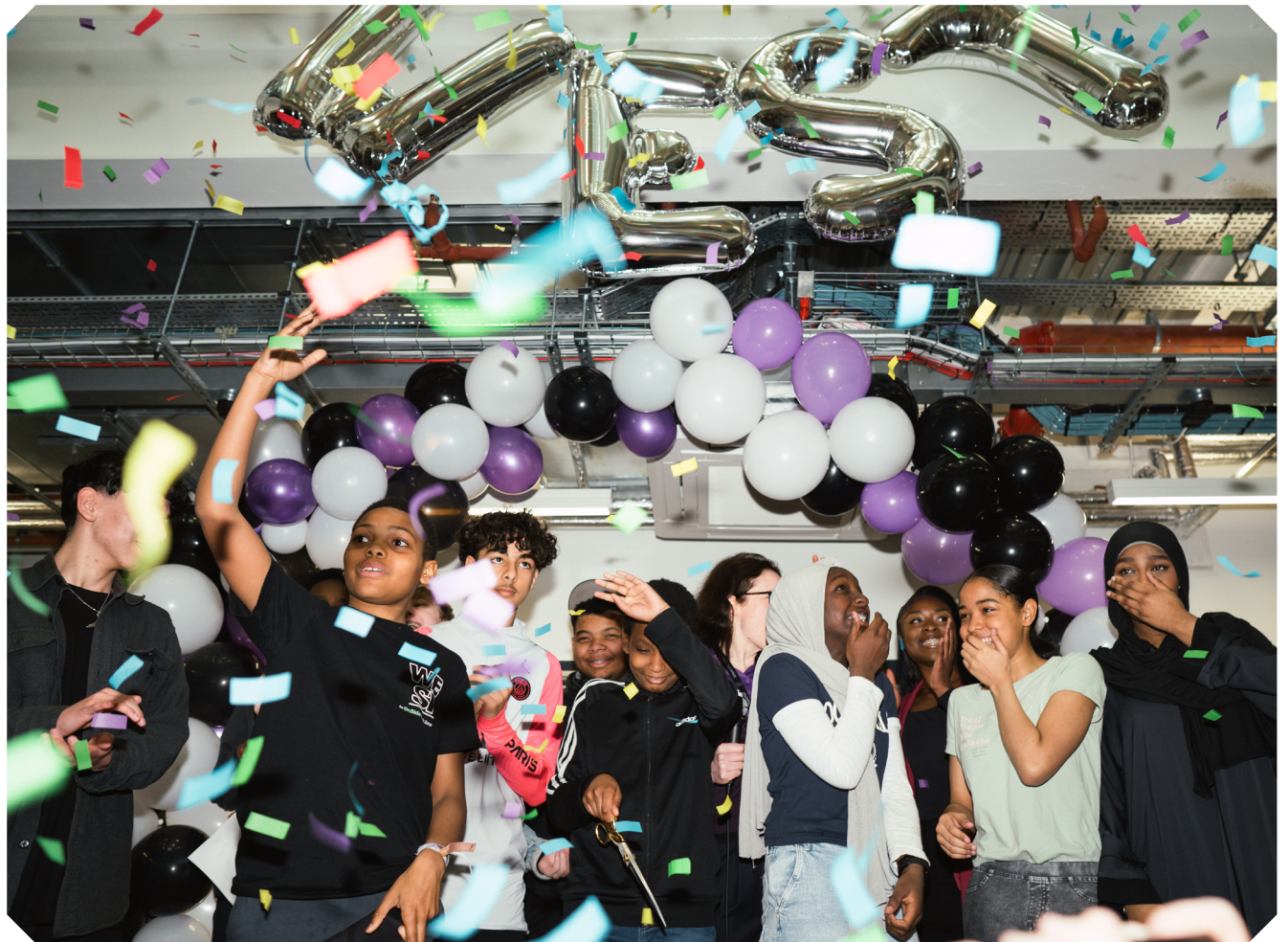
**This past year saw the exciting opening of a new Youth Zone, and thanks to the generous donors and the Youth Investment Funding we received, the next 18 months will see seven more new Youth Zones open their doors.**

## West London

WEST Youth Zone opened in April 2024, and even had a royal seal of approval!

West London's first Youth Zone – located in White City, Hammersmith and Fulham – becomes OnSide's 15th Youth Zone. HRH The Prince of Wales visited WEST – which stands for Where Everyone Sticks Together – ahead of its grand opening. The Prince spent over an hour touring the building and speaking to young people.

WEST attracted over 1,000 members within its first few weeks. Its positive local impact extends to its staff as 60% live in the local area. It is the first Youth Zone in West London, meaning there are now Youth Zones in all four corners of the capital.





## South Bristol

Work will get underway on South Bristol's Youth Zone – 224 – this autumn. The name 224, decided by the city's young people, stands for Today, Tomorrow, Forever. OnSide is partnering with award-winning local youth charity Youth Moves to deliver this new Youth Zone.



## Grimsby

Work began on Horizon Youth Zone earlier this year and the charity also appointed Lucy Ottewell-Key as its Chief Executive. Its Young People's Development Group (YPDG) is established and has been working in the area for a few years.

## Preston

Construction began on Preston Youth Zone – which also has a new name following a city-wide vote of over 2,000 young people – in June.

The YPDG revealed the winning name to be Vault, ahead of a special groundbreaking ceremony at the Youth Zone's town centre site. The event was hosted by the charity's chair Guy Topping and newly appointed CEO Tim Jacques.





## Crewe

Earlier this year, Stuart Manifould was appointed CEO of Crewe Youth Zone. Stuart joined the charity after a career dedicated to working with young people and supporting them to overcome barriers. Following the YPDG's work with a branding agency and votes cast by Crewe's young people, its name is The Dome.

Construction will begin on the Youth Zone this autumn



## Salford

Work is progressing well on Salford Youth Zone. Named SYZ by the city's young people, construction began earlier this year.

SYZ will be delivered by Empower Youth Zones which also oversees the operation of nearby HideOut Youth Zone in Gorton.



## Thurrock

In November 2023, DP World committed £1.3million to the project.

Fundraising is ongoing and very soon a YPDG will be formed in the area. It's due to open in 2026.

## Barnsley

New CEO of Barnsley Youth Zone Mandy Carlson joined young people and supporters to break ground on construction earlier this year.

The YPDG is busy creating two brands that will go to a public vote this Autumn.

Once open, it will be Yorkshire's first OnSide Youth Zone.



# STRENGTHENING THE NETWORK

**OnSide consistently secures partner funding to support projects and initiatives across the Network. These projects foster a shared mission and offer opportunities for learning and development.**

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

## Winter Hunger

Donations from Ajaz Ahmed MBE, Ajaz.org, and Intermediate Capital Group Plc (ICG) provided 11,041 young people with more than 58,000 meals.



## Enterprise and Creative Arts Projects

Youth Zones delivered a range of projects thanks to the continuation of generous funding from the Burberry Foundation.

Young people at Warrington Youth Zone put on a fantastic performance of 'Oliver!' at local schools and in the community. At Wigan Youth Zone, young people designed and created garments, linking LGBT+ history month and Fashion Week. And young people at Inspire (Chorley) Youth Zone made money through selling handmade gifts, crafts and candles.

## National Citizenship Service (NCS)

Six Youth Zones began NCS delivery for the first time this year. 582 young people have engaged to date, trying out programmes of activities and fostering friendships with young people with different backgrounds as they build confidence and step out of their comfort zone.

Activities include life skills, such as how to cook nutritious, low cost meals, employability sessions, social action and volunteering.





## Governance

Effective governance is a crucial foundation for all strong charities. This year, OnSide led on a pilot project with the aim of creating consistently 'best-in-class' governance across the Network. Consultant-led work with three Youth Zones has sought to strengthen their governance and provide a best practice model for all Youth Zones. The project will conclude in autumn 2024.

Our training arm the Talent Academy delivered further training for Youth Zone Trustees and enhanced the induction programme for Chairs and other Trustees.

## Data sharing

A new 'early warning dashboard' was developed and launched through the year, at the request of the Youth Zone Chief Executives. Key Youth Zone data indicating the health of an organisation was drawn into a single dashboard. Further rounds of development continue to refine the dashboard, ensuring it's an effective mechanism for transparent data sharing, enabling identification of best practice and areas of concern, and facilitating constructive discussions.





## Talent Academy

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

Learning & Development this year has included: further delivery of the Level 2 Youth Work qualification; Equity, Diversity and Inclusion workshops on Allyship and Unconscious Bias; leadership support for line managers; and a new Coaching for Excellence programme, enhancing and embedding a coaching culture and skills development across the Network.

This year the Talent Academy staged the Network's first Excellence in Youth Work conference. Attended by 150 youth workers, the event convened knowledge, expertise and best practice from across the Network and the sector.

The Talent Academy is also working with Youth Zone CEOs to develop a new five-year pathway, rebuilding youth work as an enticing career and positioning the Network as an 'employer of choice'. The five-year plan will see unqualified staff recruited and taken through training from youth work Level 2

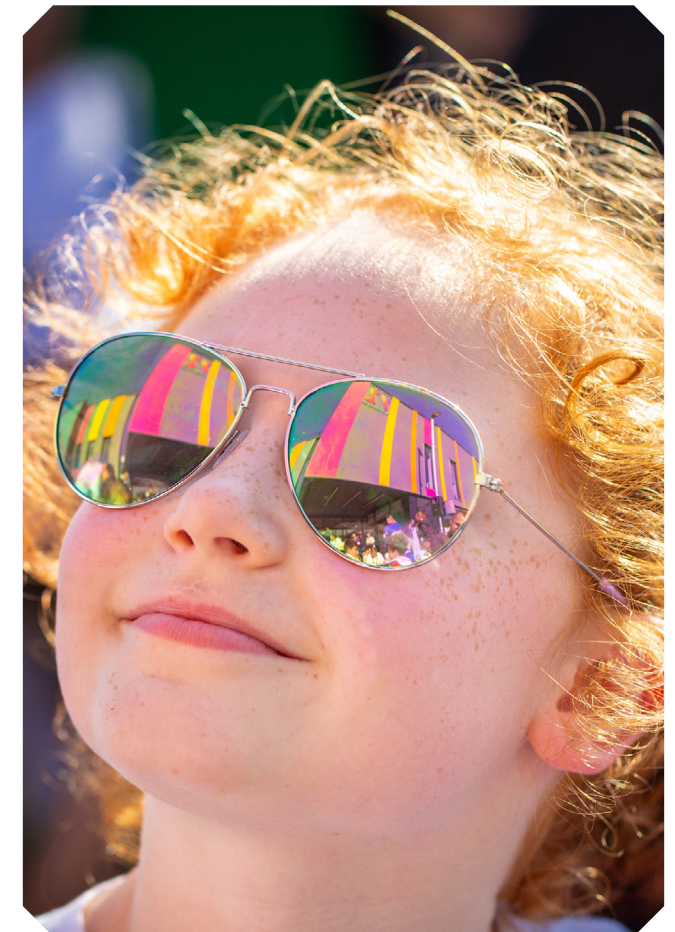
through to Level 6, and with scope for further progression into leadership and/or assessor/trainer roles.

### In addition to this, over the last 12 months:

- 582** Members of staff received training and support from the Talent Academy
- 30** youth workers gained knowledge and skills through the Level 2 Award in Youth Work Principles
- 10** professionals from across the Network are completing the CIPD, Level 3 Certificate in People Practice
- 20** staff new to line management received people management training and mentoring
- 12** experienced people managers received further targeted leadership support and 1:1 coaching
- 7** masterclasses were delivered, attended by over 150 people, on topics such as GDPR, Mental Health First Aid, safer recruitment, amongst others

*"I can honestly say coaching is one of the best things I have done as a manager. At the end of each coaching session, I have left feeling confident, focussed and empowered to deliver in my role."*

**Tom Jowett, Warrington Youth Zone**



# YOUNG PEOPLE FIRST

**Over the last year, Youth Zones and OnSide have continued to provide exceptional opportunities for young people to explore new activities and experiences both within our Network and beyond.**

## **International Exchange Programme**

In the summer of 2023, members of our Young People's Development Group (YPDG) from Horizon Youth Zone in Grimsby embarked on an exciting international exchange programme with the University of Massachusetts, Dartmouth, USA. This initiative, supported by the Heritage Lottery Fund and Vineyard Wind, allowed our young people to spend a week in New Bedford and Boston. They immersed themselves in the local heritage and history, collaborated with community groups, and even met with Peter Abbott OBE, the British Consulate-General. The group also visited the Boys & Girls Clubs of America and participated in a community beach clean-up project.

Upon returning to the UK, they hosted a group of American students in Grimsby and London, providing them with a taste of British culture, including traditional sports like cricket and bowls. The visitors also explored the offshore energy sector with a visit to Ørsted in Grimsby.



## **Outdoor Adventure with the YMCA**

Throughout the year, following a successful pilot and with funding from the OnSide Foundation's Impact Fund, young people from across the Youth Zone Network have participated in adventure residencies called 'Creating Life Long Memories', through our partnership with YMCA Lakeside. These trips have provided invaluable experiences for our members, allowing them to build confidence and develop new skills.

During a week-long trip in October 2023, the young people not only went on several adventures, but there was also part of the week dedicated to discussing issues that matter to young people. OnSide's CEO, Jamie Masraff, joined to hear young people's views firsthand and committed to an annual youth voice residential, ensuring we continue to have a space for young people's influence to inform how OnSide develops.







## Empowering Local Voices

New Young People's Development Groups have been established in Bristol, Preston, Crewe and Barnsley to ensure that young people's voices are at the heart of developing new Youth Zones. In November, the Bristol Youth Zone YPDG launched the brand for their Youth Zone, after collaborating with local agency Lucent to develop the concept. Crewe's YPDG - having worked with branding agency, Bird - also launched the brand for their Youth Zone in September. YPDGs from Crewe and Horizon played a crucial role in the recruitment process for their Youth Zones' senior leadership, successfully appointing their new CEOs.

## Youth Leadership and Apprenticeships

It has been a fantastic year for our young leaders. One of our standout members is Gemma. Gemma was a young person at Wigan Youth Zone, who went on to become a Young Leader and has since progressed into the Youth Work Apprentice role. Her journey demonstrates the impact our programmes have in developing future leaders.





# Q&A WITH QUEENIE

Queenie's journey with OnSide started in 2016 when she joined Legacy Youth Zone's Young People's Development Group, and she is now a Legacy Youth Zone Trustee. We found out how long-term involvement with a Youth Zone – and OnSide – has impacted her.

## Why did you want to be a member of the Young People's Development Group?

I wanted to get involved because I was already involved in lots of things locally, such as Youth Parliament so it made sense to me to join.

One of the first things the group did was to take a trip to see the Youth Zones in Wigan and Manchester and I fell in love with the concept. I just thought, why not get involved in bringing whatever's working up there, down to Croydon?

Because of when it would be opening, I knew I would be too old to be a member myself, but even being part of the process was good enough for me.

## What impact did being on the Young People's Development Group have on you?

I gained a lot of skills! When you're tasked with running events or doing outreach to get young people's votes on the Youth Zone's brand, you have to learn as you go. It definitely improved my decision making, teamwork and organisation skills.

It also built my confidence on a different level; we were given the chance to speak about youth issues, at an event in the House of Commons for example. If you'd told me I'd be doing that at 16, I wouldn't have believed you. But there we were, telling our story.

I also learnt the art of being audacious. When you go somewhere and say you're going to build a Youth Zone, people have lots of questions, and you could answer by saying



*"I owe a lot of where I am today to OnSide because that's where my journey as a young adult began, and led me to where I am now"*

‘we have a big ambition and it will work, because we’ve already impacted 50,000 young people across the Network’. We could be bold about what we believed in, because we knew it would make a difference.

On a more personal level, I owe a lot of where I am today to OnSide because that’s where my journey as a young adult began and led me to where I am now.

**You’re now a member of the Legacy Trustee Board, which is a real progression from the start of your journey. How does that feel?**

It’s definitely a full circle moment and a big jump. When the opportunity came up, I went for it as I couldn’t imagine anyone understanding Legacy as well as I did, and I also had experience of being on other boards.

It was great to be appointed, but it did take a lot of adjustment and time to understand how it all worked behind-the-scenes. I also had to develop the confidence to speak up, because it can feel a bit intimidating at first.

But I got there and I’m grateful for the opportunity to learn, surrounded by people making great things happen. The fundamental thing for me is that we put young people first, and I know with all my chest and my strength, I will always bring that to the forefront when on the board.

**Why do you think it’s so important to have young people’s participation in charities like OnSide?**

Because nobody knows young people like young people. Young people bring their authentic truth and experience to decision making, which is invaluable. Their involvement will not only guarantee the service will work for members, but it gives the young people involved confidence, self-esteem and the knowledge their opinion is valued. Even if their idea wouldn’t work, it could still help shift other people’s thinking – just as much as we are impacting young people, young people are impacting the older generation as well.



*“Young people bring their authentic truth and experience to decision making, which is invaluable. Their involvement will not only guarantee the service will work for members, but it gives the young people involved confidence, self-esteem and the knowledge their opinion is valued.”*



# BUILDING AN INCLUSIVE, DIVERSE CULTURE

**Reflecting on our 2023/24 progress in Equity, Diversity, and Inclusion, we're proud of the actions we've taken to support our ED&I goals and are committed to improving.**

We strive to be a diverse and inclusive employer where everyone has equal opportunities for career progression. An environment where skills, lived experiences, talents, and differences are respected and celebrated, and where everyone feels they belong. Our efforts are underpinned by our Equity, Diversity & Inclusion strategy, reviewed and updated annually by the OnSide Board. We measure our progress through the diversity of OnSide and the OnSide's Network's workforce and Trustees; through staff survey data on equity, diversity, inclusion and wellbeing; and through evidence of more inclusive behaviours resulting from our training programmes.

## **Culture and Wellbeing**

Over the past year, OnSide has made significant strides in promoting an inclusive workplace culture. As signatories of the Race at Work Charter, we are committed to advancing racial equality. Our Fairness, Respect, Equity, Diversity, Inclusion, and Engagement (FREDIE) group, chaired by our CEO and including an ED&I champion from the Board and representatives from across the organisation, generates ideas and holds OnSide to account for progress in delivering our ED&I strategy. We regularly mark cultural, diversity and inclusion events through our diversity calendar, enhancing awareness across the organisation. We also proactively champion agile working practices to support work-life balance and encourage

open communication, though we recognise the need to foster an even more supportive environment for feedback.

### **Some highlights from our culture and wellbeing work this year include:**

- Establishing a new Menopause Working Group leading to heightened awareness and the introduction of Menopause training.
- Providing Mental Health First Aid training for line managers.
- Launching a new Employee Assistance Programme to all staff.



## Training and Development

We have made Unconscious Bias training mandatory for all employees and partnered with Business in the Community to support the career development of ethnically diverse staff across OnSide and the Network through mentoring circles. Our Talent Academy ensures inclusive training content and has introduced allyship training for everyone. A further area of focus is to improve the tracking of training outcomes for our diverse employees.



## Recruitment

We have updated our recruitment process to prioritise diversity and inclusivity. We regularly review recruitment materials to ensure gender-neutral language, removed educational requirements, and encourage anonymous applications. We no longer ask about salary history to avoid perpetuating pay gaps and ensure diverse recruitment panels. Pre-interview 'seen' questions help accommodate neurodiverse candidates. Further areas of development are to collect more candidates' diversity data and recruit more individuals with varied experiences into leadership positions. We are collecting diversity data for our workforce and will publicise significant gaps and our commitment to close them.

We continue to learn and grow in this space as part of our ongoing journey to becoming an organisation that truly reflects the communities we serve, and in which everyone can be their authentic self.





# YOUTH WORKER STORY

**Whenever I'm asked why I work in the youth sector my answer is simple – it's because I am a product of some excellent youth work.**

It helped me find myself and to access opportunities I never would have otherwise. I joined my local youth club when I was 11. I went along and never left. As soon as I was old enough when I was 18, I applied for a job as a youth worker as I wanted to repay everything that was given to me.

I'm still in touch with the youth workers who impacted me when I was younger. Even though times may have changed, the youth work methods and ideas behind it haven't. Now it's come full circle, as I recently met up with two young people I used to support who have become youth workers themselves. I met them when they were 10, and they're now in their mid-20s and working alongside children and young people just like them.

Over my career I've done many types of youth work including working with youth councils, youth voice and social action projects.

What's been at the core of each role is the unique voluntary relationship between a young person and their youth worker. Young people are passengers in so many parts of their lives, things are done for them, or at them, not with them. Youth work is different, young people pick who they interact with at a youth club. There's this beautiful voluntary dynamic that makes it so powerful.

That's one of many things that's under-appreciated when it comes to youth work. There seems to be misconceptions surrounding youth work and what we actually contribute to the lives of young people – that includes some of my family, and I've worked in the sector for decades! This is why it is so important to dispel the myths and shout loud about the transformative work that happens every day in the youth work sector.



**David Bigglestone,**  
Head of Youth Work,  
Future Youth Zone



# RAISING ONSIDE'S NATIONAL PROFILE

One of our main strategic aims is to boost OnSide's reputation nationally, and in doing so, increase awareness and appreciation of youth work.

This year was the final year in our first three-year communications strategy and saw us make significant progress towards the reputation we seek among the audiences that matter to us.

We launched our second flagship Generation Isolation research with YouGov, generating coverage in multiple national media outlets and giving us greater credibility and confidence as a commentator and opinion former on young people's lives outside of school. The report has also created opportunities for further longer-term partnership activity.

This year, our work developing supporters as advocates has seen us achieve positive coverage within business-facing media such as The Times and The Financial Times, while our creative news-generation strategy has seen us achieve further cut-through within mainstream media on issues like holiday



childcare and exam revision – working with youth worker and member spokespeople across the Network, to position youth work as a solution. Our target of 12 pieces of national coverage this year was far exceeded with 64 pieces generated. We have been featured in every major broadsheet and tabloid during this strategy period and we are starting to see national media coming to us for our opinion, insight and access to young people.

Digitally, we have seen increased reach across all of the channels, most notably on LinkedIn where we have grown 64%. Our supporter newsletter now outperforms sector average open rates. And our web search-friendly content plan means we now rank 4th on Google for the keyword youth charity where we previously ranked 10th. We now rank for youth work and youth centres where we previously didn't rank at all.

Externally we achieved recognition, through being short-listed for The Third Sector Charity of the Year award and winning the Property for Purpose accolade.

All of these are strong indicators of a growing positive reputation and provide a great platform for growth as we look ahead to our next strategic period – where we will be delivering against a new strategy to mainstream youth work, by raising public awareness of its impact and vital importance.







# TRUSTEES REPORT AND FINANCIAL STATEMENTS 2023/24

# ON SIDE YOUTH ZONES

(A company limited  
by guarantee)

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TRUSTEES’  
ANNUAL REPORT  
2023-24  
ON INSIDE YOUTH  
ZONES

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

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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY,  
ITS TRUSTEES AND ADVISERS

for the Year Ended 31 March 2024

Trustees:

C Mindenhall (Chair)  
J Allen  
H Allen-Robson (appointed 27 Sep 2023)  
A Buwe (appointed 11 Jul 2023)  
M Evans (appointed 11 Jul 2023)  
AM Headley  
C W Holroyd CBE DL  
A Hoult  
M Jackson

Company registered number:

06591785 (England and Wales)

Charity registered number:

1125893

Registered Office:

Suite GE  
Atria  
Spa Road  
Bolton  
Lancashire  
BL1 4AG

Chief executive officer:

J Masraff

Independent auditor:

Crowe LLP  
3rd Floor  
56 Peter St  
Manchester  
M2 3NQ

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 PL.  
London  
EC4R 1BE

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



# TRUSTEES' ANNUAL REPORT 2023-24 ONSIDE YOUTH ZONES

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## AIMS AND ACTIVITIES

### It's about opportunity.

At OnSide we believe potential is everywhere. But while some young people get every opportunity to explore theirs, others don't. We are 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's Mission is to empower young people to lead positive, fulfilling lives by providing access to incredible spaces and excellent youth work, delivered by outstanding people, where they are needed the most.

Over the last 15 years, since OnSide was first established, we have sought to deliver our Mission by growing and supporting our Network of 15 Youth Zones, underpinned by strong local, public and private sector partnerships, which in 2024/25 is expected to collectively invest £30m

in young people. The OnSide Network has become a national movement, supporting over 50,000 young people to flourish in life in the last year alone. We are proud of our record, but our job has only just begun, with only 9% of young people accessing youth centres, mainly as there are too few of them across the UK. This is why we must continue to harness further investment in young people, and why, thanks to our supporters, we will invest a further £28.6m in seven brand new Youth Zones in 2024/25 alone. And by 2035, our goal is to have developed a flourishing Network of 35 Youth Zones, supporting over 150,000 young people per year, while encouraging the wider rebuilding of the youth sector.

### 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.
- Working with the wider youth sector to raise the profile of and investment in youth work and youth provision.
- Provide coordination and support for the OnSide Network, a federation of independent Youth Zone charities.





# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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## We strengthen the network through:

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

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

## Our volunteers:

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



# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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## ACHIEVEMENTS AND PERFORMANCE

In 2023/24, we actively strengthened the OnSide Board through the recruitment of new Trustees who bring additional skills and experiences to support the strategic oversight of the Charity. As a result of this and ongoing efforts of the whole OnSide team, the Charity's main achievements were:

### New Youth Zone projects

1. Opened our 15th Youth Zone in Hammersmith and Fulham in April 2024, marked by a special visit by HRH the Prince of Wales.
2. Completed the capital funding campaigns for six new Youth Zone projects (Barnsley, Bristol, Crewe, Grimsby, Preston and Salford).
3. At year end we had started construction on Barnsley, Grimsby, Preston and Salford.
4. Significant steps forward taken in South Bristol, Crewe and Thurrock with work expected to start for the first two areas during the first half of 2024/25.
5. Continuing focus given to delivering the projects and objectives supported by the Youth Investment Fund, where we are responsible for delivering this Government funding across five locations in the UK in a package worth up to £41M to the Youth Sector.
6. All these projects will see us reach tens of thousands more young people across the UK in the next two years.

### Open Network

1. Secured restricted revenue funding worth £6.7M for the growing Youth Zone Network.
2. Provided the Network of 15 live Youth Zones with funding, support and guidance. Youth Zones span the country and are located in: Barking & Dagenham, Barnet, Blackburn, Bolton, Carlisle, Chorley, Croydon, Hammersmith & Fulham, Manchester (North), Manchester (East), Oldham, Wigan, Warrington, Wirral and Wolverhampton.
3. Supporting the delivery of services to over 50,000 young people who engaged a total of 575,000 times through the period, illustrating the continuing demand for the Youth Zones' provision. At a time when Youth Zones were seeking to sustain full operations in the face of rising inflation and energy prices, we asked BP to step forward and invest in OnSide's core mission. This resulted in a generous investment that enabled Youth Zones to continue supporting thousands of young people, with OnSide able to train Youth Workers and lay firm foundations for growth.
4. 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.





# TRUSTEES' ANNUAL REPORT 2023-24

## ON-SIDE YOUTH ZONES

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5. A number of multi-partner projects co-ordinated by OnSide were delivered in the period; with the aim of these projects to support strategic youth work programmes and high-quality youth provision across the Network. This funding enables the Network to offer a variety of projects in direct response to the needs of young people, amongst these wide-ranging projects we;

- a. delivered the first year of a Network-wide project working with young people on either Enterprise or Creative Arts thanks to the support of the Burberry Foundation, under the overarching Burberry framework of Create, Connect and Catalyse.
- b. recognised the rising number of complex safeguarding cases and witnessed the impact of these on youth workers' mental health. Thanks to the Prudence Trust we have invested in a programme of counselling and other support for the youth workers, maximising their wellbeing and ensuring staff retention in challenging circumstances is maintained.
- c. brought the Lord Mayor's Appeal campaign to a close after six hugely successful years; the LMA have raised £1.6M in support of the OnSide Network, particularly in the London-based locations.
- d. delivered a one-year project 'Stronger Sisters' supporting young women ages 13-19 from ethnic minority backgrounds to explore their own and peer voices, entrepreneurship and creating positive social change, supported by Islamic Relief.

- e. delivered a large scale, Network-wide 'winter hunger' programme for a second year, supporting young people experiencing the impact on the ongoing cost-of-living crisis through Winter 2023/24 thanks to funding from Intermediate Capital Group, Ajaz Ahmed MBE and Ajaz.org, and Mistral Bus.
- f. played an active role in the Back Youth Alliance, a collaboration of senior leaders and youth representatives from some of the UK's leading youth charities, working together to present a coherent voice to decision-makers with and for young people.

### Our organisation

- 1. Cultivated and maintained close relationships with representatives from both the local private and public sectors to fund, support and promote the Youth Zones.
- 2. Completed the delivery of OnSide's 2021-24 Strategic Plan, including carrying out a large-scale research project with YouGov, labelled 'Generation Isolation' to raise awareness of the vital importance of youth centres.
- 3. Continued to deliver our Equity, Diversity & Inclusion Strategy, supported by OnSide's ED&I Focus Group, with improvements made to our recruitment practices and further staff training delivered over this period.



## FINANCIAL REVIEW

### Summary financial review

2023/24 was a significant year for the Charity; securing funding for six new Youth Zones which will see growth of the Network at an unprecedented rate. This momentum was reflected in the financial performance of the Charity with income continuing to increase year-on-year at £9,934,955 (+23%) and a stable level of unrestricted reserves of £2,492,374 (-4%) at the year end.

A summary of the income and expenditure for the year ended 31 March 2024 is as follows:

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Total incoming resources	2,841,507	7,093,448	9,934,955	8,075,138
Total resources expended	(3,787,840)	(5,711,658)	(9,499,498)	(7,914,113)
Transfer of Manchester Youth Zone asset	-	(3,519,698)	(3,519,698)	-
Transfer in/(out)	846,071	(846,071)	-	-
Net movement in funds for the year	(100,262)	(2,983,979)	(3,084,241)	161,025
Fund balances at 31 March 2024	2,492,374	1,044,645	3,537,019	6,621,260

After an extended period of stable growth, the unrestricted funds have seen a modest decrease this year as we move into an era of new growth funded by an exceptional level of capital investment. The Charity continues to fulfil its reserves policy (outlined below).

**During the year, we were also able to transfer the Manchester Youth Zone property over to the local charity (The Manchester Youth Zone Ltd, Charity Commission number 1134580). The Youth Zone was transferred off the balance sheet at net book value and accounts for the material reduction in the restricted funds shown above (£3,519,698).**

The board have considered the principal risks facing the Charity which include; shortage of revenue funding to meet development aspirations, failing to fulfil scaling ambitions, substandard performance (or insolvency) of a main contractor, increasing costs of construction, failure to raise sufficient revenue funds to launch a new Youth Zone project. An extensive risk register is established with specific mitigating actions; this register is reviewed by the Strategy Team quarterly and elevated to the board annually and more frequently when consideration of new or changeable risks is required. The board also consider the relative impact of the mitigating actions and look to strengthen these where required.



# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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## Principal funding sources

The Trustees wish to record their thanks to all those Trusts, individuals and companies who have made unrestricted donations to support the work of the Charity. Over the last year this included The OnSide Foundation and its supporters AKO Foundation, Amazon Plc, AMS Accountants, Bluestone, BP International, Bruntwood, Burberry plc., Charles and Lara Mindenhall, D&D London, Harwood Estates, the Lord Mayor's Appeal, Postcode Children Trust, Regatta Foundation, Seroussi Foundation, Nic Sochovsky, Tom Yeowart and Troy Asset Management, UBS Optimus Foundation, Unlimited Church, The Whinfell Charitable Fund, and The OnSide Foundation and its supporters, additionally those donors who wish to remain anonymous. We are also grateful to a wide range of friends who supported us through more general fundraising activities.

Project specific grant funding for essential grassroots activity delivered across the Youth Zone Network was welcomed from BP International, the Burberry Foundation, CareTech Foundation, Intermediate Capital Group, Islamic Relief UK Foundation, Lord Mayor's Appeal, Ajaz Ahmed MBE and Ajaz.org, Mistral Bus & Coach, NCS Trust, the Prudence Trust and those donors who wish to remain anonymous.

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, including the Garfield Weston Foundation and the St James's Place Charitable Foundation.

These donations help extend the reach of the OnSide Network and ensure that many thousands more young people will be supported locally.

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

## Fundraising statement

OnSide generates capital donations for new Youth Zone projects; revenue pledges for new Youth Zones which fund their first three to four years of operation; support for Network-wide delivery projects in operating Youth Zones; 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 corporate foundations, 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 local 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 and corporate income is applied for, usually via bid submission, by members of the Grants Partnership Team. Private individual support is sought through the actions of the Philanthropy team;



# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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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, on rare occasions they make unsolicited gifts having heard about our work.

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

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

## Investment powers and policy

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

## Reserves policy

The board of Trustees of OnSide Youth Zones has established a reserves policy which appropriately reflects the risks to which the Charity is exposed. In compliance with such policy, it will review regularly both the sum it wishes to hold in unrestricted reserves and the basis for

that figure. The reserves policy considers ongoing fixed costs, excludes variable costs and does not consider expenditure which is linked to restricted projects and therefore covered by restricted funds.

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

Due to the continuing uncertainty of the economic climate, rising costs and an increase in demand for our services, the Trustees have agreed that the Charity will continue to amend the current reserves policy (of three months) and carry a higher level of unrestricted reserves throughout the next financial period. Unrestricted reserves at 31 March 2024 amounted to £2,492,374 equivalent to approximately eight months cover. The Trustees have considered a period over the next 24 months based on the number of projects expected to be delivered during that period. During that extended period, they expect the level of reserves to fall back to a level closer to the minimum level of reserves determined by the current policy.

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





# TRUSTEES' ANNUAL REPORT 2023-24 ON SIDE YOUTH ZONES

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fixed costs, excludes variable costs and other one-off additional/discretionary items; 3-6 months of fixed costs are determined as between £945,000-£1,890,000. Therefore, we are fulfilling our Reserves Policy.

The Trustees will continue to review the amount to be held in reserves during 2024/25 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 five 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 residual impact of the pandemic, global events and other external environmental pressures in this review. After careful analysis of the Charity's income, expenditure and unrestricted reserves, the Trustees are confident in the Charity's ability to continue as a going concern. Through the Strategy Team, the Trustees continue to maintain tight control of the fixed cost base and a clear line of sight of the financial health of the Charity. The Trustees Assessment is that there are no material uncertainties in relation

to 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 2024/25 budget has been established in consideration of both the internal and external environments and this provides supporting evidence to the going concern assessment.

## Plans for future periods

The aims and objectives of the Charity remain the same; to fund, build, launch and support a network of state-of-the-art, multimillion-pound Youth Zones in the UK's most disadvantaged areas. The need for Youth Zones has never been greater and thankfully the pace of new Youth Zone projects has been accelerated by multiple successful capital fundraising campaigns, primarily via the Youth Investment Fund, Towns Fund bids, and the commitment of national and local philanthropists. We are grateful to our extraordinary supporters who have risen to the fundraising challenge in 2023/24 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 Youth Zones' vital, year-round offer for young people.



# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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Donors to OnSide allow us to invest in this growth whilst also ensuring that we provide support for the operating Network, helping Youth Zones to flourish as local charities. We have recently set our new Strategic Plan for 2024-27 which focuses on the delivery of six strategic goals:

## 1. Refine our Youth Zone model and offer by:

- Adapting our 'standard' model for new Youth Zones to reflect what's working well in the open Youth Zones.
- Developing an alternative smaller Youth Zone model to reach more young people in more areas of the country - retaining the current Youth Zone model for larger towns and cities.

## 2. Grow the OnSide Network by:

- Successfully opening eight new Youth Zones by the end of 2026, increasing the reach of the OnSide Network from 55,000 young people per year to 100,000.
- Going live with two new Youth Zones every year, proactively targeting new parts of the UK, including in the devolved nations.

3. **Strengthen the OnSide Network** by building on and strengthening the honest, respectful and mutually beneficial relationships that have been built between OnSide and Youth Zones, as independent charities within the same family. We will continue to develop and provide transparent, capability-building support to Youth Zones, while focusing increased efforts on:

- Developing talent across the Network, particularly in youth work, fundraising, management/leadership development, and volunteering.

- Income generation for Youth Zones, boosting and supporting the Youth Zones' fundraising functions by raising more funds for Youth Zones'.
- Supporting effective governance, by establishing and amplifying best practice across the Network.
- Exploring new Network and Youth Zone organisational structures, including single charities to operate multiple Youth Zones, shared CEOs, and shared fundraising teams.
- Investing in youth participation, by amplifying the voice of young people and providing opportunities for them to be heard and actively involved in our decision-making processes, working with partners like the National Youth Agency (NYA).
- Rebuild young people's engagement in Youth Zones, following the pandemic and the increasing physical isolation this has caused. We will work with the Network and support all Youth Zones to meet their own ambitions for young people's engagement, including support for boosting underrepresented groups of young people like female members attending senior sessions.
- Continue other Network support, including systems, communications, safeguarding, Network forum groups, facilities, and more through an empowering, capability-building approach, underpinned by regular sharing of Network data, further encouraging transparency and visibility. This will be aided by the development of a new Network intranet, enabling better sharing of learnings and best practice.





# TRUSTEES' ANNUAL REPORT 2023-24

## ONSIDE YOUTH ZONES

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**4. Maintain OnSide's financial sustainability by** continuing to grow our family of OnSide supporters, by inspiring existing supporters to extend and deepen their relationship and continue to grow the number of major supporters. We will also maintain our growth into corporate fundraising, through multiyear strategic partnerships that support both OnSide and our Network fundraising goals, and a small number of suitable charity partnerships of the year.

**5. Strengthening OnSide's profile and reputation by:**

- Investing in our in-house public affairs resource. We will boost our relationships with key policy makers working as a committed partner of the Back Youth Alliance (BYA) to deliver a collective campaign to further engage key decision-makers.
- Further developing and profiling our monitoring & evaluation expertise, through embedding data-led decision-making and use of data insights across the Network and joining sector-wide data initiatives to create a stronger case for greater investment into the sector. We will contribute to the youth work evidence base, through new research on Youth Zones' impact on formal education outcomes and the social value created by Youth Zones. We will also continue to prioritise demonstrating the impact created by universal, open access youth work across the Network.

- Further strengthening our external profile, continuing the positive progress made over the last three years to strengthen our brand, increase our media coverage, and be seen as a credible expert voice for youth work and the youth sector.

**6. Become an employer of choice by:**

- Embedding our Network Values and developing a strong Employee Value Proposition (EVP), ensuring OnSide is seen as an attractive employer, offering competitive employee benefits and a supportive internal development culture.
- Refreshing and revising OnSide's Equity, Diversity and Inclusion Strategy with a key focus on the Race at Work Charter.
- Investing in OnSide's systems infrastructure and data management, including an HR Information System, new Learning Management System (LMS) and Applicant Tracking System (ATS).

### Restricted funds and delivery contracts

Throughout 2023/24 we were able to continue the delivery of over 20 restricted projects; which have grown in strength and depth over the last Strategy period.



# TRUSTEES' ANNUAL REPORT 2023-24 ONside YOUTH ZONES

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

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

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



## **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. Trustees also regularly make annual disclosures (as a minimum) in relation to Declaration

of Interests, Conflicts and Related Party Transactions. Following the satisfactory completion of all checks, a unanimous approval of existing Trustees is required to confirm potential candidates’ appointment.

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

The Charity follows the Charity Governance Code which recommends setting a maximum term tenure for trustees, commonly nine years. After this period, it is normal for a trustee to step down, though exceptions can be made if there are strong reasons for a trustee to continue.

Two of the Charity’s Trustees are reaching their nine year tenures during the next financial period. It has been agreed that, prior to any proposed reappointment, there will be a rigorous review; the review will seek alignment across the board of Trustees in relation to any decision. Each case will be reviewed independently, and the Chair of the Nomination & Remuneration Committee will be responsible for leading this process.

The Trustees remain committed to an effective governance approach which promotes board independence and diversity.

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.



# TRUSTEES' ANNUAL REPORT 2023-24 ON-SIDE YOUTH ZONES

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## 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), a copy of the most recent set of Financial Statements and board packs, Safeguarding and Social Media Policies (where applicable) and a copy of the Memorandum & Articles of Association. Trustees also receive a copy of OnSide's Strategy and the Youth Zone Trustee Handbook. Meetings are arranged with existing Trustees and visits to Youth Zones take place.

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.

## 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 and have been supported by the Strategy Team who, under the guidance of the board, deliver the operational management of the Charity.

A Finance Committee and a Nominations & Remuneration Committee also support the Trustee board, with nominated Trustees sitting on each Committee alongside a senior member of the team.

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

The Trustee board is independent from management.

## Related parties

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

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



# TRUSTEES' ANNUAL REPORT 2023-24 ON INSIDE YOUTH ZONES

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## Pay policy

The Trustees consider the board of Directors, who are the Charity's Trustees, and senior employees (Chief Executive, the Deputy Chief Executive, Directors of Finance, People, Fundraising, Communications & Brand and Network Support) comprise the Key Management Personnel of the Charity. This group is in charge of directing, controlling, running and operating the Charity on a day-to-day basis. All Directors (Trustees) give of their time freely and no Director received remuneration in the year.

The remuneration of the full staff team is reviewed annually by the Remunerations Committee and, if financial resources allow, generally increased in accordance with average earnings.

## Risk management

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



## TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

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

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

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

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

responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

### Statement as to disclosure to our auditors

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

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

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

Date:  
.....



# ONSIDE YOUTH ZONES

(A company limited  
by guarantee)

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

### Opinion

We have audited the financial statements of Onside Youth Zones (the 'charitable company') for the year ended 31 March 2024 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 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

### Basis for opinion

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

with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

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

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

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



# ONside YOUTH ZONES

(A company limited  
by guarantee)

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

### 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.

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

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

- the information given in the Trustees' report is inconsistent in any material respect with the financial statements; or

- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

### Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.



# ONside YOUTH ZONES

(A company limited  
by guarantee)

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

### Auditor's responsibilities for the audit of the financial statements

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

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

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

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

Audit procedures performed by the engagement team included:

- Evaluation of the design of controls established to address the risks related to material irregularities in the financial statements; Testing manual journal entries, in particular journal entries relating to management estimates and entries determined to be large or relating to non-routine transactions.
- Evaluation of income recognition policies and any judgements made around income recognition; reviewing the income system for significant deficiencies or susceptibility to fraud;





# ONSide YOUTH ZONES

(A company limited  
by guarantee)

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

- Challenging assumptions and judgements made by management in their significant accounting estimates;
- Agreement of the financial statement disclosures to underlying supporting documentation;
- Making enquiries of management;
- Review of minutes of board meetings throughout the period;

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

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations. These inherent limitations are particularly significant in the case of misstatement resulting from fraud as this may involve sophisticated schemes designed to avoid detection, including deliberate failure to record transactions, collusion or the provision of intentional misrepresentations.

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

### Use of our report

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

### Crowe U.K. LLP

Statutory Auditor  
3rd floor  
56 Peter St  
Manchester  
M2 3NQ

Date:

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



# ONLINE YOUTH ZONES

(A company limited  
by guarantee)

## Statement of financial activities (incorporating income and expenditure account) for the year ended 31 March 2024

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income from:</b>					
Donations and legacies	4	1,294,845	-	1,294,845	3,177,174
Charitable activities:	5				
New and existing Youth Zone support		-	2,726,448	2,726,448	2,002,160
Fees receivable & shared services		1,433,334	-	1,433,334	1,500,852
Network project income		-	4,367,000	4,367,000	1,321,845
Fundraising	6	13,790	-	13,790	46,894
Investments	7	96,138	-	96,138	26,213
Other income	8	3,400	-	3,400	-
<b>Total income</b>		<b>2,841,507</b>	<b>7,093,448</b>	<b>9,934,955</b>	<b>8,075,138</b>
<b>Expenditure on:</b>					
Raising funds	9	-	-	-	33,459
Charitable activities:	10				
Transfer of Manchester Youth Zone building		-	3,519,698	3,519,698	-
Other charitable activities		3,787,840	5,711,658	9,499,498	7,880,654
<b>Total expenditure</b>		<b>3,787,840</b>	<b>9,231,356</b>	<b>13,019,196</b>	<b>7,914,113</b>
<b>Net (expenditure)/income</b>		<b>(946,333)</b>	<b>(2,137,908)</b>	<b>(3,084,241)</b>	<b>161,025</b>
Transfers between funds	18	846,071	(846,071)	-	-
<b>Net movement in funds</b>		<b>(100,262)</b>	<b>(2,983,979)</b>	<b>(3,084,241)</b>	<b>161,025</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		2,592,636	4,028,624	6,621,260	6,460,235
Net movement in funds		(100,262)	(2,983,979)	(3,084,241)	161,025
<b>Total funds carried forward</b>		<b>2,492,374</b>	<b>1,044,645</b>	<b>3,537,019</b>	<b>6,621,260</b>

The Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 56 to 78 form part of these financial statements.



# ONLINE YOUTH ZONES

(A company limited  
by guarantee)

## Balance sheet as at 31 March 2024

	Note	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	14	20,320	3,524,527
<b>Total</b>		<b>20,320</b>	<b>3,524,527</b>
<b>Current assets</b>			
Debtors	15	522,737	493,245
Cash at bank and in hand		4,602,693	5,149,581
<b>Total</b>		<b>5,125,430</b>	<b>5,642,826</b>
Creditors: amounts falling due within one year	16	(1,608,731)	(2,546,093)
<b>Net current assets</b>		<b>3,516,699</b>	<b>3,096,733</b>
<b>Total assets less current liabilities</b>		<b>3,537,019</b>	<b>6,621,260</b>
<b>Net assets</b>		<b>3,537,019</b>	<b>6,621,260</b>
<b>Total net assets</b>		<b>3,537,019</b>	<b>6,621,260</b>
<b>Charity funds</b>			
Restricted funds	18	1,044,645	4,028,624
Unrestricted funds	18	2,492,374	2,592,636
<b>Total funds</b>		<b>3,537,019</b>	<b>6,621,260</b>

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 00/00/2024 and signed on their behalf by:

Position: Chair, Company Director and Trustee

The notes on pages 56 to 78 form part of these financial statements.





# ON SIDE YOUTH ZONES

(A company limited  
by guarantee)

## Statement of cash flows for the year ended 31 March 2024

	2024 £	2023 £
<b>Cash flows from operating activities</b>		
Net cash used in operating activities (note 20)	(632,007)	2,256,915
<b>Cash flows from investing activities</b>		
Dividends, interests and rents from investments	96,138	26,213
Purchase of tangible fixed assets	(11,019)	(18,345)
<b>Net cash provided by investing activities</b>	<b>85,119</b>	<b>7,868</b>
<b>Cash flows from financing activities</b>		
<b>Net cash provided by financing activities</b>	<b>-</b>	<b>-</b>
<b>Change in cash and cash equivalents in the year</b>	<b>(546,888)</b>	<b>2,264,783</b>
Cash and cash equivalents at the beginning of the year	5,149,581	2,884,798
<b>Cash and cash equivalents at the end of the year (note 21)</b>	<b>4,602,693</b>	<b>5,149,581</b>

The notes on pages 56 to 78 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 2024

### 1. General information

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

### 2. Accounting policies

#### 2.1 Basis of preparation of financial statements

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

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

#### 2.2 Going concern

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

the date of signing of the Trustees' Report and Financial Statements.

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

#### 2.3 Income

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

#### 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 a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

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

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

All expenditure is inclusive of irrecoverable VAT.



# ONLINE YOUTH ZONES

(A company limited  
by guarantee)

## Notes to the financial statements for the year ended 31 March 2024

### 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.





# ON SIDE YOUTH ZONES

(A company limited  
by guarantee)

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## Notes to the financial statements for the year ended 31 March 2024

### 2.13 Pensions

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

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

### 2.14 Fund accounting

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

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

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

### 3. Critical accounting estimates and areas of judgment

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

Critical accounting estimates and assumptions:

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



# ONSIDE YOUTH ZONES

(A company limited  
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## Notes to the financial statements for the year ended 31 March 2024

### 4. Income from donations and legacies

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
<b>Donations</b>			
OnSide supporters donating via The OnSide Foundation	778,600	-	778,600
Bruntwood	18,696	-	18,696
General Donations	497,549	-	497,549
<b>Subtotal detailed disclosure</b>	1,294,845	-	1,294,845
<b>Total</b>	1,294,845	-	1,294,845

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



# ON SIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 5. Income from charitable activities

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
<b>Youth Zone Development &amp; Projects</b>			
Lord Mayor's Appeal	-	41,070	41,070
Culture of Health	-	47,500	47,500
Fidelity Talent Academy	-	119,970	119,970
Burberry Foundation	-	400,000	400,000
Making Lifelong Memories	-	82,875	82,875
Amazon Project	-	50,000	50,000
BP Project	-	3,000,000	3,000,000
Winter holiday hunger programme	-	102,500	102,500
Gaudio Family Foundation	-	100,000	100,000
Prudence Trust	-	125,750	125,750
Islamic Relief Project	-	2,423	2,423
Amazon: Volunteer Manager project	-	50,000	50,000
Prudence Trust Youth Worker project	-	90,768	90,768
NCS Community delivery project	-	123,061	123,061
Fundraising sustainability	-	31,083	31,083
New and Existing Youth Zone Support	-	2,726,448	2,726,448
Fees receivable & shared services	1,433,334	-	1,433,334
<b>Total</b>	<b>1,433,334</b>	<b>7,093,448</b>	<b>8,526,782</b>





# ONside YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 5. Income from charitable activities (continued)

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
<b>Youth Zone Development &amp; Projects</b>			
National Lottery Community Fund	-	183,584	183,584
Prudence Trust	-	144,855	144,855
Sure Coaching	-	25,304	25,304
Lord Mayor's Appeal	-	20,248	20,248
Rank Aspire	-	9,156	9,156
Independent Supported Living Fund	-	217,260	217,260
Islamic Relief Project	-	115,407	115,407
Youth Zone Health Project	-	418,500	418,500
Talent Academy Project	-	50,000	50,000
UK Youth - Active Youth Project	-	125,750	125,750
UFC Project	-	11,781	11,781
New and Existing Youth Zone Support	-	2,002,160	2,002,160
Fees receivable and shared services	1,500,852	-	1,500,852
<b>Total</b>	<b>1,500,852</b>	<b>3,324,005</b>	<b>4,824,857</b>



# ONSIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 6. Income from other trading activities

	Unrestricted funds 2024 £	Total funds 2024 £
<b>Income from fundraising events</b>		
Donations through Donorbox	13,790	13,790

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

### 7. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £
Investment income	96,138	96,138

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



# ONSIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 8. Other incoming resources

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Sundry income	3,400	3,400	-
Other income	3,400	3,400	-

### 9. Expenditure on raising funds

	Unrestricted funds 2024 £	Total funds 2024 £
<b>Fundraising trading expenses</b>		
Fundraising	0	0

	Unrestricted funds 2023 £	Total funds 2023 £
Great Appeal Costs	33,459	33,459





# ONSIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 10. Analysis of expenditure by activities

	Activities undertaken directly 2024 £	Support costs 2024 £	Total funds 2024 £
Youth Zone Development & Prospecting	9,696,668	658,420	10,355,088
Youth Zone Support	-	932,480	932,480
OnSide Fundraising	-	749,819	749,819
OnSide Administration	80,736	874,793	955,529
<b>Total</b>	<b>9,777,404</b>	<b>3,215,512</b>	<b>12,992,916</b>

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



# ONSIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2024 £	Onside Administration 2024 £	Total funds 2024 £
<b>Analysis of direct costs</b>			
Recruitment Charges	-	52,086	52,086
Insurance	-	13,469	13,469
Bank Charges	-	372	372
Repairs & Maintenance	-	4,693	4,693
Legal & Professional	168,408	-	168,408
Marketing	208,790	-	208,790
Staff Welfare	-	10,116	10,116
Staff Training (including Talent Academy)	88,894	-	88,894
YZ Development Costs	5,331,062	-	5,331,062
Youth Zone Funding	379,816	-	379,816
Transfer of Manchester Youth Zone building	3,519,698	-	3,519,698
<b>Total</b>	<b>9,696,668</b>	<b>80,736</b>	<b>9,777,404</b>



# **ON** **SIDE** **YOUTH ZONES**

(A company limited by guarantee)

## **Notes to the** **financial** **statements** **for the year** **ended** **31 March 2024**

### **10. Analysis of expenditure by activities (continued)**

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





# ONside YOUTH ZONES

(A company limited  
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## Notes to the financial statements for the year ended 31 March 2024

### 10. Analysis of expenditure by activities (continued)

	Youth Zone Development & Prospecting 2024 £	Network Support - Open Youth Zones 2024 £	Fundraising Team 2024 £	OnSide Administration 2024 £	Total funds 2024 £
<b>Analysis of support costs</b>					
Staff costs	592,684	853,816	686,574	801,003	2,934,077
Depreciation	2,759	3,976	3,197	3,730	13,662
Room Hire	58	84	68	79	289
Computer Costs	11,422	16,453	13,230	15,435	56,540
Telephone and internet charges	1,579	2,274	1,829	2,133	7,815
Water and electricity	926	1,334	1,072	1,251	4,583
Rent, Rates & Service Charge	2,127	3,065	2,464	2,875	10,531
Publications & Subscriptions	3,783	5,449	4,382	5,112	18,726
Travel, Subsistence & Accommodation	30,823	44,417	35,707	41,663	152,610
Printing, Stationery & Postage	1,119	1,612	1,296	1,512	5,539
Governance costs	11,140	-	-	-	11,140
<b>Total</b>	658,420	932,480	749,819	874,793	3,215,512



# ONside YOUTH ZONES

(A company limited  
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## Notes to the financial statements for the year ended 31 March 2024

### 10. Analysis of expenditure by activities (continued)

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

### 11. Auditor's remuneration

	2024 £	2023 £
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	9,250	7,700
Fees payable to the Charity's auditor in respect of: All non-audit services not included above	1,320	1,200



# ON SIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 12. Staff costs

	2024 £	2023 £
Wages and salaries	2,491,606	2,385,802
Social security costs	267,860	257,444
Contribution to defined contribution pension schemes	174,611	138,164
<b>Total</b>	<b>2,934,077</b>	<b>2,781,410</b>

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

	2024 No.	2023 No.
Chief Executive	1	1
Fundraising	11	10
YZ Development	3	3
Property & Construction	6	5
Communications & Brand	4	4
Network Support	9	6
Opening & Delivery Support	5	6
Finance & Admin	7	8
People Team	6	6
<b>Total</b>	<b>52</b>	<b>49</b>



# ON SIDE YOUTH ZONES

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Notes to the  
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## 12. Staff costs (continued)

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

	2024 No.	2023 No.
In the band £60,001 – £70,000	6	5
In the band £70,001 – £80,000	2	-
In the band £90,001 – £100,000	2	2
In the band £100,001 – £110,000	-	3
In the band £110,001 – £120,000	2	-

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 2023/24 for these individuals was £344,737 (2023: £451,829).

## 13. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits (2023 - £NIL).

During the year ended 31 March 2024, no Trustee expenses have been incurred (2023 - £NIL).





# ONSIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 14. Tangible fixed assets

	Freehold property £	Office equipment £	Computer equipment £	Total £
<b>Cost or valuation</b>				
At 1 April 2023	4,508,694	46,968	110,308	4,665,970
Additions	-	-	11,019	11,019
Disposals	(4,508,694)	-	-	(4,508,694)
<b>At 31 March 2024</b>	-	46,968	121,327	168,295
<b>Depreciation</b>				
At 1 April 2023	1,007,130	46,968	87,345	1,141,443
Charge for the year	-	-	13,662	13,662
On disposals	(1,007,130)	-	-	(1,007,130)
<b>At 31 March 2024</b>	-	46,968	101,007	147,975
<b>Net book value</b>				
At 31 March 2024	-	-	20,320	20,320
At 31 March 2023	3,501,564	-	22,963	3,524,527



# ONLINE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 15. Debtors

	2024 £	2023 £
<b>Due within one year</b>		
Trade debtors	348,363	446,279
Other debtors	132,750	34,846
Prepayments and accrued income	41,624	12,120
<b>Total</b>	<b>522,737</b>	<b>493,245</b>

### 16. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	754,415	507,395
Other taxation and social security	242,716	184,258
Other creditors	562,426	1,700,297
Accruals and deferred income	49,174	154,143
<b>Total</b>	<b>1,608,731</b>	<b>2,546,093</b>

### 17. Financial instruments

	2024 £	2023 £
<b>Financial assets</b>		
Financial assets measured at amortised cost	5,083,806	5,630,706
<b>Financial liabilities</b>		
Other financial liabilities measured at amortised cost	1,366,015	2,361,835

Financial assets measured at amortised cost comprise cash at bank, trade debtors and other debtors.  
Other financial liabilities measured at amortised cost comprise trade creditors, other creditors and accruals.



# ONSIDE YOUTH ZONES

(A company limited  
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## Notes to the financial statements for the year ended 31 March 2024

### 18. Statement of funds

Statement of funds - current year

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Balance at 31 March 2024 £
<b>Unrestricted funds</b>					
General Funds - all funds	2,592,636	2,841,507	(3,787,840)	846,071	2,492,374
<b>Restricted funds</b>					
Islamic Relief Project	-	2,423	(2,423)	-	-
New & Existing Youth Zone Support	171,861	2,726,448	(2,324,066)	-	574,243
Burberry Foundation OnSide Partnership	-	400,000	(279,154)	(120,846)	-
Culture of Health Project	26,792	47,500	(48,598)	(20,114)	5,580
Making Lifelong Memories	-	82,875	(63,594)	(4,944)	14,337
Prudence Trust	39,889	125,750	(121,976)	(12,576)	31,087
UFC Project	51,207	-	(30,128)	(5,375)	15,704
Amazon project	-	50,000	(47,141)	(2,859)	-
BP Project	-	3,000,000	(2,460,016)	(300,000)	239,984
Lord Mayor's Appeal	10,121	41,070	(9,999)	(41,192)	-
Fundraising sustainability: The OnSide Foundation	-	31,083	(31,083)	-	-
Independent Support Living Fund	5,181	-	(5,181)	-	-
Amazon: Volunteer Manager Project	-	50,000	(118)	(12,500)	37,382
Talent Academy Project 2022-24	61,407	119,970	-	(125,360)	56,017
Prudence Trust Youth Worker project	-	90,768	(7,163)	(6,100)	77,505
NCS Community Delivery project	-	123,061	(121,205)	(9,050)	(7,194)
Myplace Manchester	3,519,697	-	(3,519,697)	-	-
Winter Hunger Project	20,700	102,500	(99,814)	(23,386)	-
Lego Project	50,000	-	(47,500)	(2,500)	-
Burberry Project	71,769	-	(12,500)	(59,269)	-
Gaudio Family Foundation	-	100,000	-	(100,000)	-
	4,028,624	7,093,448	(9,231,356)	(846,071)	1,044,645
<b>Total of funds</b>	<b>6,621,260</b>	<b>9,934,955</b>	<b>(13,019,196)</b>	<b>-</b>	<b>3,537,019</b>



# ONSide YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 18. Statement of funds (continued)

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

#### Purposes of restricted funds

##### i) 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.

##### ii) New & Existing Youth Zone Support

Funds received and expended in relation to the specific development of individual new Youth Zone projects. These funds are held, restricted to the specific projects across the country in the geographies listed. Funds are drawn/secured and applied as soon as is possible. These projects are ongoing at this time and are in various stages of development.

##### iii) Burberry Foundation OnSide Partnership

Three Year programme delivering projects (within universal provision/sessions) working with young people on either Enterprise or Creative Arts that fit the aims of the Burberry's Inspire 'Create, Connect and Catalyse' programme. Approximately three initiatives per Youth Zone per year and support for OnSide's Talent Academy.

##### iv) Culture of Health Project

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

##### v) Making Lifelong Memories

Three year funding for up to 12 residentials per year, each for up to 12 young people who attend a Youth Zone and/or the OnSide young ambassadors group.

##### vi) Prudence Trust

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

##### vii) UFC Project

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

##### viii) Amazon Project

Network-wide support from Amazon to help all Youth Zones continue to deliver universal youth work across all OnSide locations.

##### ix) BP Project

Support from BP that includes OnSide core mission, capital projects, and unrestricted support to Youth Zones over 2023/24 and 2024/25 to help Youth Zones deliver consistent universal services in the face of significant increases in costs.

##### x) Lord Mayor's Appeal

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





# ON-SIDE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 18. Statement of funds (continued)

#### xi) Fundraising sustainability: The OnSide Foundation

Three year funding covering four elements: (1) New social value assessment of the Network, (2) Strengthening governance through work with a governance consultant, (3) Recruitment and training of new fundraisers (4) Salary, travel & accommodation and all on-costs of a FT impact & data analysis staff member to support Barnet and Carlisle Youth Zones.

#### xii) Independent Supported Living

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

#### xiii) Amazon: Volunteer Manager Project

Donation to OnSide restricted to Volunteer Management coordination as defined by OnSide at its discretion.

#### xiv) Talent Academy Project 2022-24

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

#### xv) Prudence Trust Youth Worker Project

Three year funding to provide support to youth workers, to help them be able to better handle the pressures of working with young people living in challenging circumstances and with low level mental health challenges. Support comprises of reflective supervision training, 121 counselling available for youth workers to be referred to and monthly online group supervision sessions for senior youth workers.

#### xvi) NCS Community Delivery project

Two year (2023/24 and 2024/25) Youth Zone Network-wide project focused on young people achieving Citizenship Passport through menu of activities.

#### xvii) Myplace Manches

Manchester Youth Zone building (fixed asset) & any residual FF&E - transferred from OnSide to Manchester Youth Zone (CH 07025561) in Nov-23.

#### xviii) Winter Hunger Project

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

#### xix) Lego Project

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

#### xx) Burberry Project

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

#### xxi) Gaudio Family Foundation

Core support for OnSide managed for the Gaudio Family Trust (UK) by Greenwood Place.



# ONLINE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 18. Statement of funds (continued)

Statement of funds - prior year

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



# ONLINE YOUTH ZONES

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## Notes to the financial statements for the year ended 31 March 2024

### 19. Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
<b>Analysis of net assets between funds - current period</b>			
Tangible fixed assets	20,320	-	20,320
Current assets	3,032,730	2,092,700	5,125,430
Creditors due within one year	(560,676)	(1,048,055)	(1,608,731)
<b>Total</b>	<b>2,492,374</b>	<b>1,044,645</b>	<b>3,537,019</b>

	Restated unrestricted fund 2023 £	Restated restricted funds 2023 £	Total funds 2023 £
<b>Analysis of net assets between funds - prior period</b>			
Tangible fixed assets	22,963	3,501,564	3,524,527
Current assets	2,989,097	2,653,729	5,642,826
Creditors due within one year	(419,424)	(2,126,669)	(2,546,093)
<b>Total</b>	<b>2,592,636</b>	<b>4,028,624</b>	<b>6,621,260</b>

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

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(3,084,241)	161,025
<b>Adjustments for:</b>		
Depreciation charges	13,662	101,654
Dividends, interests and rents from investments	(96,138)	(26,213)
Transfer of Manchester Youth Zone building	3,501,564	-
(Increase)/Decrease in debtors	(29,492)	(135,163)
Increase/(decrease) in creditors	(937,362)	2,155,612
<b>Net cash provided by/(used in) operating activities</b>	<b>(632,007)</b>	<b>2,256,915</b>



# ONLINE YOUTH ZONES

(A company limited  
by guarantee)

## Notes to the financial statements for the year ended 31 March 2024

### 21. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	4,602,693	5,149,581
<b>Total cash and cash equivalents</b>	<b>4,602,693</b>	<b>5,149,581</b>

### 22. Analysis of changes in net debt

	At 1 April 2023 £	Cash flows £	At 31 March 2024 £
Cash at bank and in hand	5,149,581	(546,888)	<b>4,602,693</b>
<b>Total</b>	<b>5,149,581</b>	<b>(546,888)</b>	<b>4,602,693</b>

### 23. Pension commitments

The charitable company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension contributions payable by the charity at the balance sheet date were £39,373 (2023: £18,191).

### 24. Operating lease commitments

At 31 March 2024 the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	-	129

### 25. Related party transactions

During the year the company received donations that amounted to £435,600 (2023: £1,092,000) from Trustees of the charitable company or other charities with a shared Trustee.

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

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







# HERE FOR YOUNG PEOPLE

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