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**STRATEGIC REPORT, REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022
FOR
FUN 4 YOUNG PEOPLE (F4YP) LTD**

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FUN 4 YOUNG PEOPLE (F4YP) LTD
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FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

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STRATEGIC REPORT
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INTRODUCTION FROM THE CHAIR AND CHIEF EXECUTIVE OFFICER

I was very fortunate when I was young. We didn't have much money, but I had people around me who cared, who wanted the best for me and my friends, and who put the effort in for us. That's why I am part of F4YP because that's what we try to do every day. All young people should be able to experience as many opportunities in life as they can, and our aim is to facilitate that.

I am really proud of the team and what has been achieved in the past year. It has been a tough journey but the strength of the team has shone through, their commitment and passion is commendable.

James King - Chair of Trustees

The year from 1 November 2021 has been both exciting and challenging as F4YP began its journey as an independent service once more. Whilst we were fortunate enough to take with us a strong and knowledgeable staff team, infrastructure and resources, we have had to focus on ensuring that our service has remained unaffected by the changes.

This brought about some challenging earlier months with an immediate focus on fundraising. We are truly grateful to those who have supported us in our first year and we are very proud of what we have achieved.

Since the pandemic the need for our service has increased as have the needs of our service users. You will see from our report the diverse backgrounds and needs of the young people and families we have supported over the past year, and how with their input we have adapted our service to meet these needs.

I am hugely thankful for our dedicated staff team, volunteers, and Trustees, whose hard work and support has been crucial to the success so far. Their support has ensured our service is young people led, that our holistic approach to supporting the wellbeing of young people and their families is at the forefront of what we do, and delivering a service that promotes our values where young people can grow and thrive.

I hope you enjoy reading about our work, the challenges and successes.

Sophie Stock - Chief Executive Officer

OUR JOURNEY

The activities, undertakings and assets associated with the The F4YP project (F4YP) were transferred from IMPAKT Housing & Support (formerly known as YMCA Bedfordshire) into this company with effect from 1 November 2021. This included three members of staff.

2005 F4YP was founded by Ann Hadfield MBE to support Bedfordshire's most vulnerable children.

In early 2015, Sophie Stock joined F4YP helping to reach 60+ young people annually.

Late 2015, F4YP joined YMCA Bedfordshire to grow our reach further

In 2017 Sarah Collins joined F4YP team and helped expand our support programmes

From 2018 -2021 F4YP supported over 500 young people per year and added our vital therapeutic support just when young people needed it most

1st November 2021 F4YP celebrated becoming independent.

2022 F4YP is providing 1500 places on year-round activities for vulnerable children and young people.

F4YP has been supporting young people in Bedfordshire since 2005. Without a transition period of separation from IMPAKT Housing & Support, we started our year with commitment to finishing delivery of the novated grants from The National Lottery Community Fund (TNLCF) (ending date March 2022) and Harpur Trust (ending date December 2021). We therefore continued our delivery at full capacity until March 2022, with further support from TNLCF to fulfil the delivery requirements

With a difficult start our immediate focus was to raise vital funds to continue our service with minimal disruption to our service users. During this time we had young people accessing regular therapy and many booked in to our face to face delivery.

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The F4YP team drew on key relationships with funders, and the local community to support us financially as well as Crowdfund. Our providers and venues supported with sessions in kind and changed payment plans to support our cash flow. Until March 2022 the team worked from home to keep overheads low and tutors stepped in to cover a pastoral support assistant who left a month prior to becoming independent. Since March, we have maintained our expected delivery but scaled down the service, delivering 10 weeks of a term instead of 12, using our CEO and Head of Operations in place of tutors.

With contracts remaining in place with Bedford Borough Holiday Activities and Food fund, we were able to deliver holiday clubs for 2 weeks at Easter and 4 weeks of summer. In support of this, Kempston Academy offered the facilities throughout the summer in kind, and we partnered with Canoe Trail to deliver 5 adventure days. We were not able to run as many trips over the summer as previous years, and were unable to run the overnight camp and residential within the year, however we will be looking to do this in 2023.

We have continued to offer a broad range of activities ensuring what is on offer is led by our young people, based on their feedback, and where we see the most engagement and positive improvements based on our outcomes. Feedback from our young people is collected during each term as well as during school holidays. Where possible and funding allows, we have tried to incorporate new activities; many of these we trial during holiday clubs, e.g., gym sessions for our 14-16s. Additionally we monitor tutor feedback from sessions as well as attendance records to see where our activities make the most impact.

We will be developing our own Youth Forum in which young people can further support the development of our service as well as other services locally. Young people will be informing us of their preferred choices of activities, times of day, venues, timetables in holiday clubs, pastoral support, and frequency of therapy sessions. Over the summer, based on our young peoples feedback, we amended the start time for our 14- 16 year cohort to 9.45am as they wanted a lie in during the holidays, and the majority make their own way to sessions. This worked well and led to higher engagement within this age group.

We are keen to work with and take learning from the TNLCF Youth Voice Team to see how we can support our young people to have their voices heard more widely and in an impactful way. We would like to use our Youth Forum as a platform not only to gain insight into what works best for our service and young people, but to amplify the youth voice on issues of relevance to them locally/regionally. We plan to do this by feeding this information from the Forum to bring insight/voice to the steering groups we sit on, such as HAF and the Child Health and Wellbeing Forum, with examples of specific issues effecting young people, so that it can impact local provision as well as policy.

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WE AIM FOR OUR YOUNG PEOPLE TO

Experience improved confidence and emotional wellbeing

Experience reduced isolation, learning to work better with others and fostering more positive relationships

Experience improved engagement with services across the community, including F4YP, schools and professional agencies

Our goal is to inspire young people to overcome barriers they may face in their lives by creating trusting, non-judgmental environments that are inclusive, nurturing, and respectful, thus enabling them to reach their potential.

OUR VALUES ARE:

RESPECT

Be kind, be inclusive, value yourself and others.

HONESTY

Be fair, act responsibly, trust and be trusted.

FUN

Make friends, be enthusiastic, support each other (or be supportive).

DREAM BIG

Believing, persevering, breaking barriers.

OUR YOUNG PEOPLE

We helped 583 unique young people

85% come from families with financial struggles

50% Male/Female

47% of our young people have one or more SEND, mental health or neurodiverse diagnosis

More than 10% have a social worker or are under a Child Protection Plan (CPP)

Age range from 5 to 15 years old

Our young people are a diverse group united by Adverse Childhood Experiences and a multitude of barriers in their lives. All of our young people will experience one or more of the following challenges:

Children in care (LAC)

Young Carer- where a parent/sibling has a mental health diagnosis or disability

On an early Health Care plan (EHCP)

English as their 2nd language (ESOL)

Have a parent in prison

A refugee or resettled

Have experienced domestic violence in the household

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THE SERVICE WE OFFER

Partnership Working

F4YP works in partnership with other local agencies including 50+ schools, children's services, and specialist organisations, supporting young people and their families to identify unmet needs and ensure consistent holistic support is being given.

Therapeutic Support Service

We offer this service to young people identified by our team as most in need. Working in a child focused way our therapist specialities include trauma, PTSD, anxiety, emotional disturbance, family conflict and self-esteem,

Face to Face Delivery

F4YP delivers year-round face to face sessions (on average 20 hours per week) including pastoral support, therapy, after school or holiday sports, arts, adventure and educational activities. These are informed by our young people and adapted to suit their individual needs. We tackle issues such as bullying, isolation and social skills, while promoting positive well-being, communication and relationship building.

Child Support

We work with children and young people to improve wellbeing, raise their self-confidence and build resilience by providing wrap-around support helping them access activities to suit their needs.

Family Support

Working with our young people's families to provide a vital support network for them, bridging the gap to their wider community including sign posting for parents/carers/siblings and attending multi agency meetings.

FACE TO FACE DELIVERY

F4YP currently operates its face-to-face provision across 5 venues throughout the year (having originated in Kempston, which is still where much of the delivery takes place) due to need and demand we have expanded our delivery reach. We have previously run activities from venues in Queens Park, Biddenham, Putnoe and Kingsbrook, but have not yet re-established these sites and activities since the pandemic.

Delivery sites are chosen based on location regarding where our referral schools/agency and young people live, as well as appropriate usage for activity. With not wanting transport and access to be a barrier to those attending, F4YP offers transport to some locations that are not within reasonable walking distance and where a parent/carer is unable to provide transport - e.g., pick up from a Kempston school site to Trinity Arts & Leisure for Parkour using our dedicated minibus.

After school clubs are run for up to 30 weeks of an academic year during term time. Each term, these are open to a new cohort of young people to sign up to however we have many who will continue with their chosen activity throughout the year. Approximately 70% of young people will access throughout the whole year, with 30% accessing one term only.

After school activities have a main focus e.g., multi-sports, in which a variety of team sports and games will be on offer each week. These are led by our sessional tutors, who plan sessions to both support our outcomes as well as support age-appropriate development and skills in line with the national curriculum.

Holiday clubs offer a variety of activities. Young people rotate through timetables of activities, with some sessions being chosen by them. Activities such as cooking, Design & Technology, art, and music give the opportunity to develop their creativity, confidence and practical skills. Up to 150 young people can be on site during holiday clubs, and up to 3 timetables can be run alongside each other to cater for different ages.

During holiday clubs, we can incorporate activity that supports the development of literacy and numeracy. Offering daily 1-1 reading sessions (programme developed by English teacher Jill Creighton), gives young people up to 2.5 hours of 1-1 support per week. This time also gives young people 1:1 time with an adult developing positive relationships.

Young people participating in performing arts subjects- drama, dance and music, are encouraged to participate in an end of week performance to their peers. We encourage them all to be involved where possible, with some that don't like performing taking part in set/ prop creation, or supporting staging, encouraging, teamwork, self-confidence, and peer relationships.

Timetables can be flexible, we often incorporate time into them, so that our young people have the opportunity to run their own session during the summer holidays. In the past, our young people have chosen to put on their own disco, including fancy dress, karaoke, and 'just dance'.

We use summer holiday clubs to develop our young people into mentoring. Those in year 9+ are given the opportunity to volunteer for a week with the younger age group, as group leaders, both supporting tutor sessions and being able to run elements of sessions themselves. Many will ask to do this year on year, with some then returning as volunteers and even being offered paid assistant roles within F4YP.

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THERAPEUTIC SUPPORT

Back in 2019, we learnt that many of our children and young people were on extensive wait lists for mental health services and several had sought help only to be told they don't meet the required threshold for statutory support despite being in desperate need of help. We responded by partnering with a local Child and Young Persons Therapist, Sophie Ibbott and piloting our early intervention 1-2-1 therapeutic support supported by the local Rotary Club. This has continued to be a vital part of our service, from originally piloting in February 2020, the need of support resulting from the pandemic has increased exponentially, with NHS waiting lists being up to 18 months. With whole families mental health being affected, young people have not had the support to be able to cope with their mental health. With continuation and novated funding from Bedford Rotary, we have supported 18 young people this financial year, with each young person receiving a minimum of 12 1-hour sessions. Dependant on individual need, some young people will need to revisit therapy at different stages throughout their life, whilst accessing our service, this is something we are able to do with Sophie without having to put in a new referral each time.

CHILD SUPPORT

This year has seen our team adapt and expand, welcoming three new staff to our pastoral team. This has meant we are able to give further support to many more young people. It has additionally given us time to work on and improve the pastoral support we offer.

Our pastoral team provide year-round support to young people and their families (approx. 20 hours per week). This can include:

- hosting or participating in regular Team Around the Family or social services (Child In Need/Child Protection/ Looked After Child) meetings,
- taking young people to and from 1-1 therapy sessions with our internal therapist,
- school visits working on individual support plans
- supporting families with registering, or signposting to other agencies, charities, voluntary groups,
- supporting parents/carers with additional needs (MH, ESOL, Disability) with phone calls, benefits guidance or general support to discuss their families needs.

F4YP has strong relationships with schools, which in turn leads to more referrals for our service. The pastoral team build these relationships by attending school meetings/ parents' evenings/ coffee mornings, with parents, as well as going in to deliver assemblies to the young people about our activities. Additionally, schools will send information out via leaflet, parent mail and on social media about our activities, as well as core school staff- family support workers/ safeguarding leads- directly contacting and referring the harder to reach families to the service.

New referrals can include a school visit before attending sessions where an individual Pastoral support plan is completed for the young person. Pastoral staff will contact school and other agencies supporting the young person and their family, to gain as much information around them as possible to ensure consistent and appropriate support is in place.

FAMILY SUPPORT

We have seen an increased need in additional support for the wider family network, whether this is supporting them to grow their community, signposting to other services or through multi-agency meetings.

Our pastoral team spend much of their time liaising with parents and carers, and we felt we needed a space to do this and therefore introduced a parent/carer coffee morning drop in session once a month.

The families we support come to us for advice on a range of issues and we always do our best to listen and adapt to meet the needs of their young people. More recently, Sophie has delivered some 1-1 sessions to parents of young people accessing her support, to help improve their knowledge around best supporting their child and giving them valuable skills to support her work with them at home. With the success of these sessions, and wanting to support more parents and carers we are seeking to develop two toolkit programmes for parents/ carers to access. An online self guided 6 week workshop covering common issues raised by young people- e.g. separation anxiety, low self esteem, bullying, as well as a more in depth face to face programme for parents/ carers of young people with SEND.

We then hope to develop a more in depth 10 week small group face to face course, for parents/ carers with young people that have more challenging behaviours/ high need. Being able to offer this support to our families will mean our young people are being supported more with their own needs at home, with hope to improving family harmony and wellbeing.

"I have found sessions with Sophie to be extremely helpful. Firstly, above all else it's comforting as a parent with a SEND child to talk to a professional who listens to what I am struggling with, and gives me suggestions that are tailored to our needs.

Sophie has listened to everything I have said and has gone back over every point I have made and explained why these things are happening, and why I might feel this way. Sophie's expertise has been invaluable to me and my family. It has truly made a difference for all of us.

As a parent often we don't see what the outside can see, and Sophie helped me to see all of this. I would highly recommend any SEND parent to access sessions with Sophie! Her understanding and guidance has been nothing short of amazing!"

PARTNERSHIP WORKING

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With an increase in referrals from both schools and other agencies, we are expanding our partnership working. We work with many other agencies on multi-agency meetings, and are building stronger relationships to be able to signpost our young people for additional support as well as parents/ carers that may need other service involvement.

To strengthen this further we hope to look at developing partnership face to face work with other agencies, delivering workshops to both young people, parents/ carers.

We regularly consult with our schools and specialist agency partners across Bedfordshire for feedback and suggestions for our programmes, to be able to acutely address the needs of the children and young people they work with. We listen and respond by adapting our services and implementing new things. For example, we implemented onsite wellbeing rooms with a sensory pod and equipment, providing a calm and safe space to be utilised when children and young people need it. Many of our service users would struggle to attend other activities where this additional support is not available, as their actions are often mis-interpreted as bad behaviour rather than looking deeper into what may be causing it.

"Fun 4 Young People is an extraordinary organisation that gives disadvantaged children the opportunity to access extra-curricular activities that ordinarily they would not be able to afford. The staff who run F4YP are relatable, approachable, helpful, friendly and kind. They go above and beyond to help support the children and their families and as a school we are very grateful to them."

Emma Gooch, Family Support Worker and Designated Safeguarding Lead, Great Denham Primary School

We work closely with senior officials at Bedford Borough Council including Chris Morris, Acting Chief Officer for SEND and Schools Infrastructure and Wendy Beeton-Townshend, Head of Early Help and Intervention.

Bedford Borough Council also fund us through their House of Industry and HAF programme's and we sit on a number of multi-agency steering groups including the Child Health and Wellbeing Partnership Group run by Amy White, Senior Officer for Public Health, Children and Young People.

OUR STRATEGIC PRIORITIES

At the beginning of the year The Board wanted to make sure with the challenges ahead we had a strong and achievable strategic direction.

Delivery: through our face to face delivery, maintain 75% of places accessed by young people meeting our bursary criteria

Therapeutic Support: continue to offer 1-1 Therapy sessions to young people in need who are accessing our service and who would not meet the threshold to access national/ local services

Fundraising - develop and maintain a stream of funding sources focusing on retention, acquisition and cultivation of donors.

THE DIFFERENCE WE MAKE

97% of young people have shown improved SELF CONFIDENCE

65 School partnerships

Working together with 22+ SUPPORT SERVICES

1514 face to face delivery places offered

Reading support increasing the literacy skills and confidence of our young people: 344 hours of 1-2-1

Supported 18 young people through 123 THERAPY SESSIONS

96% improved SOCIAL SKILLS

3 Years is the average time a young person ENGAGES WITH F4YP

Pastoral support for children, young people, and their families: OVER 5000 HOURS

99% would come BACK TO F4YP

94% of booked bursary places attended

97% learnt SOMETHING NEW

90% made NEW FRIENDS

96% improved TEAMWORK SKILLS

16 Holiday Clubs Delivered

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OUR TEAM

Every layer of our organisation from our governance and leadership to our grass-roots delivery, our supporters, many of our funders and of course our service users themselves, are from the local community of Bedfordshire and feel proud to be part of the F4YP community.

Key management

Our senior management team began their journey with F4YP as junior staff members. Through their passion and commitment for our work and their range of skills and experiences working with our young people across many levels of the organisation, we have built on and played to their strengths, along with our local tutors and volunteers to make F4YP what it is today. Adding to this, we strive to invest in our older young people who may have been with us for several years and build on their strengths by providing progression pathways within our organisation. This includes volunteering opportunities, training and professional development leading to paid work with us as Activities Assistants, mirroring the starting points of our senior management team.

Our CEO, Sophie Stock, began her journey with F4YP under the leadership of the Founder Ann Hadfield, initially as a contractor supporting our youth activities. Sophie then supported the merger with IMPAKT Housing & Support from a data transfer perspective overseeing the digitisation of our monitoring and wider operations. Having progressed through various roles during her time including Activities Coordinator, Pastoral Support Lead and Youth Services Lead, Sophie has a sound grasp of all roles within the organisation. Over the years, Sophie has built solid relationships with staff, supporters, young people, and their families, especially those who have had sibling groups come through our programmes. She has supported our young people with family and relationship issues, confidence and wellbeing, and college/university applications.

Sophie has been the instigator and driver of a number of our initiatives including our sensory room and 1-2-1 early intervention therapeutic support. Sophie consulted with many of our young people personally to co-design our services as we moved forward to independence.

Our Head of Operations, Sarah Collins, has been with F4YP since 2015. Sarah has a background in teaching as well as supporting care leavers. Sarah also has a solid understanding of the various roles and responsibilities involved across all our work having progressed from Activities Assistant, Pastoral Support Assistant and Deputy Youth Services Lead.

Volunteers

It has been a successful year for volunteering with F4YP. We are beginning to see an increase in engagement as the restrictions due to the pandemic were lifted. We have been welcoming back long time volunteers as well as beginning the journey with new faces.

Specifically, over this period:

We have benefited from 420 HOURS OF VOLUNTEERING the equivalent to 56 working days;

Volunteers have supported our 1-1 READING PROGRAMME, as well as our face to face delivery and fundraising.

It was an encouraging start to 2022, with lots of opportunities to grow and expand our networks. After a difficult couple of years we would like to extend huge thanks to all our volunteers, their loyalty, ongoing hard work and commitment is invaluable. They make our F4YP community stronger and add to its successes.

OUR TRUSTEES

The Chair of Trustees, James King is an experienced charity Chair with a background in financial services. James was introduced to F4YP by our founder Ann Hadfield, prior to our merger with IMPAKT Housing & Support, as he was the family's Financial Advisor. James strongly relates to our children and young people having grown up in a single parent family with low income and credits his life success to his relationship with his youth worker as a teen. During our time with IMPAKT, James stayed involved as an Ambassador to the programme before joining our Board now acting as Chair of Trustees for the organisation. James was instrumental in securing support from local businesses for our recent Crowd Funding campaign supporting our work as we transitioned to independence and is keen to pull on his network over the next few years through local fundraising events and initiatives.

Our Treasurer, Julie Blatchford, worked for Barclays Bank for several years before joining a local Chartered Accountancy practice in Bedford in 2005 where she undertook bookkeeping, accounts, VAT returns and payroll for clients. Julie then became self-employed in 2010 as a bookkeeper/payroll manager for several private clients. Julie is an experienced Treasurer having taken on the role with a local Toddler Group before becoming the Treasurer for F4YP prior to merging with YMCA in 2015. Julie oversees our financial management alongside our trustee Asim Siddiqi and takes on responsibility for our bookkeeping and payroll. She also regularly volunteers during our school holiday provision supporting our 1-2-1 reading scheme.

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F4YP Trustee, Asim Siddiqi, is a Partner at a Professional services firm working with businesses and communities in London and the South East of England. Asim actively assists schools in his local community particularly focussing on equal opportunities for children in minority groups. Asim first got involved with the F4YP in 2019 when we ran an Entrepreneur Challenge for our young people in partnership with Foundervine. This initiative was aimed at supporting young people from ethnic minority backgrounds to launch their own start-ups. In addition to providing fun and educational activities for our young people, Asim feels very passionately about the impact of providing onwards progression opportunities for our older young people.

F4YP Trustee, Rebecca Ireland is a charity sector management professional with a background in operational leadership, safeguarding and fundraising. Becky was previously Business Operations Manager at YMCA Bedfordshire for four years overseeing the F4YP programme and line managing Sophie. Becky is currently our Data Protection Officer and oversees Safeguarding. She has great experience within the project as well as current connections with funders, young people, and their families.

OUR DONORS

We would like to thank funders who have provided us with invaluable support. These include: Bedfordshire & Luton Community Foundation; Bedford Borough Council including the HAF Programme and Local Offer, Garfield Weston Foundation, beactive, Rotary, Harpur Trust, National Lottery Community Fund (TNCLF) and FACES.

We have solid relationships with local grant-makers such as the Harpur Trust, Wixamtree, Gale Family Trust, and Carton Educational Trust who have supported us over several years and are thankful to them for funding us in this first year.

Community fundraising

Community fundraising is a vital source of income for the charity. We are planning to increase donations from several distinct revenue streams, such as third-party events, regular giving and legacies, building on this year's success with a community Crowdfunder, which was initiated by a volunteer and widely supported by the community from both local businesses and individuals within our trustee network, to our tutors, schools and the local community.

Other Donations

We were delighted to have built new relationships with local businesses like M&DH Insurance, who have made both financial donations as well as volunteered time and resources to support our delivery. We continue to develop relationships with other local supporters to strengthen this funding stream.

Other non monetary support

Our schools are not only informing the work we're delivering, but they are also helping to drive it via their community fundraising activities. Our Development Lead was a previous volunteer on our summer holiday clubs and we receive support from a number of local voluntary groups such as Bedford Lions and the local Rotary Club. Our trustees are pulling on their local networks to help deliver fundraising and events and everyone is inspired to join and support the F4YP community.

Our work is additionally supported by Kempston and Bedford MP Mohammed Yasin as well as various local ward Councillors.

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OUR PARTNERS

Sophie Ibbott Therapy

Sophie joined our team in early 2020 to offer 1:1 therapy sessions to young people in our service. We offer this service to young people identified by our team as most in need.

Working in a child focused way her specialities include trauma, PTSD, anxiety, emotional disturbance, family conflict and self-esteem.

Spiral Freerun

As a Community Interest Company, they focus on providing 3 main benefits to those they work with: Physical Fitness, Positive Mental Health and Inclusion. Luke and his team lead parkour sessions both after school and at holiday clubs throughout the year.

Canoe Trail

We work along side the Canoe Trail team to offer outdoor activities both after school and during holiday clubs. Through this partnership both Sophie and Sarah have qualified as Paddle Sport Instructors. Canoe Trails' mission is to deliver safe, fun and educational water-based activities and adventures. Some of these include paddle sports, climbing, archery and bush craft.

MEET ONE OF OUR YOUNG PEOPLE

"I was taken into foster care when I was 9, it wasn't safe for me to live at home anymore. I was scared and confused.

The foster carers seemed nice, but I was unsure who to trust. I didn't really understand why I couldn't go back home. I got angry and would get in trouble at school. I didn't know why. I was just upset but I didn't know how to show my feelings. My foster carer got a F4YP leaflet about an after-school club I could go to do, with all different sports. There were lots of children there from all different schools and staff that seemed friendly, but I was still scared and confused, and I would get angry there too.

F4YP did other clubs in the school holidays, with loads more fun activities. It was different at F4YP, if I got angry, they didn't tell me off, they took me somewhere quiet and would play board games with me and give me a chance to talk. I started to trust them and felt safe.

The staff at F4YP told me there was someone they thought could help me, she was a therapist and would help me to understand my feelings. I was unsure at first, if I didn't understand my feelings, how could someone else? It took me a few weeks to feel comfortable, but I realised it did not matter if I got angry or upset or confused, she was going to help me through it and show me how I could help myself.

The F4YP team had noticed I was less angry and really starting to enjoy myself, the staff have even asked me to help in some sessions, I get to help the coaches and I've started to mentor kids.

If I need to, we can still sit and talk. I understand how I feel much better now and don't get into trouble at school anymore. The staff helped me with my GCSE choices and looked at colleges I could go to, they want me to achieve my dreams.

If I didn't go to F4YP I may have been excluded by now, I think I would still be angry and wouldn't know how to express my feelings. They helped me learn to trust people and helped me be happy again."

WHAT OUR COMMUNITY HAS TO SAY

"I have been lucky enough to be involved with Sophie and her team for several years now. Fun 4 young people have been an invaluable service to both me as a foster carer, and the many children I have looked after. The children I care for are usually very vulnerable and in need of lots of care and nurture! They receive this from every member of staff working with Fun 4 Young people and nothing is ever too much. They go above and beyond to help these children to feel safe and secure in everything they do. A lot of my children have been involved in holiday clubs, after school clubs and days out. They have always enjoyed every aspect and usually learn so many new skills but the main thing I have seen is their confidence and self-esteem grow, which has been amazing. To be honest, I'm not sure I would have achieved what I have working with these amazing children, without the support and care I've had from everyone at Fun 4 young people." - FOSTER CARER

"This club was vital in maintaining mental wellbeing for my child who attended, and harmony in family life." - PARENT

"The fact that low-income families can access the activities for their children is invaluable." - PARTNER SCHOOL

THE DIFFERENCE YOU CAN MAKE

This year saw the launch of our FUN-Raiser initiative. Building our F4YP community is vital to our success and there are many ways in which you can be a part of it.

CHARITY OF THE YEAR

Encourage your company or workplace to support F4YP through a variety of fundraising initiatives.

VOLUNTEER

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F4YP relies on the support of volunteers to deliver elements of our service including 1-1 reading support for children who have fallen behind.

PAY IT FORWARD

Paying for your child to join our face-to-face activities covers the cost of a child in need.

RESOURCES

F4YP needs lots of resources and equipment to run our service. From sports equipment, STEM materials and cookery ingredients, we are always looking for donations.

SPREAD THE WORD

Help us build our community, whether signposting a child in need or joining our Fun- Raiser team.

MONTHLY DONATION

Why not set up a direct debit to support us each month to provide regular support for a vulnerable young person.

£10 BUYS VITAL LEARNING RESOURCES FOR OUR AFTER-SCHOOL CLUBS

£25 PROVIDES A SUPPORTIVE SPACE AT OUR PARENT/ CARER COFFEE MORNINGS

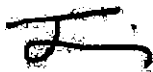
£100 GIVES REGULAR AFTER-SCHOOL SUPPORT TO 20 VULNERABLE YOUNG PEOPLE

£500 GIVES YEAR-ROUND SUPPORT AND ACTIVITIES FOR AN ISOLATED YOUNG PERSON

£1,500 ENABLES 60 YOUNG PEOPLE ACCESS TO A WOODLAND ADVENTURE DAY, IMPROVING WELLBEING

£5,000 BRINGS 100 ISOLATED YOUNG PEOPLE TOGETHER ON A FUN HOLIDAY CLUB PROGRAMME

Approved by order of the board of trustees on 28 February 2023 and signed on its behalf by:



James Andrew King - Trustee

REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period 1 June 2021 to 31 October 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

In line with our objects, the charity's main activities, which are all in relation to our purposes for public benefit, are:
"To act as a resource for young people up to the age of 24 from economically or socially disadvantaged backgrounds living in England, by providing advice and assistance, providing or assisting in the provision of physical, educational programmes and other activities, including the provision of facilities for recreational, leisure and other activity in the interests of social welfare with a view to improving their conditions of life, as a means of:
advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals."

Further details can be found in the Strategic Report.

Public benefit

The Trustees confirm that they have had due regard for the Charity Commission Guidance on public benefit when reviewing the charity's aims and objectives, planning future strategy and setting policy. The work of F4YP is fundamental in improving the mental health and wellbeing of young people, by giving them access to opportunities they would not otherwise have.

FINANCIAL REVIEW

Principal funding sources

The company received total funds of £42,316 on the transfer of the activities from IMPAKT Housing & Support. This was made up of £11,336 in respect of the government HAF programme, £14,939 from the National Lottery and £16,041 from other grant donors.
CRM data held on CHIPS, social media accounts and other electronic data pertaining to the F4YP project together with various electronic tablets, laptops, mobile phones and equipment exclusively used on the F4YP project were also transferred across to the charitable company. No monetary value was put on these tangible and intangible assets.

See the Strategic Report for further details of funders.

From a standing start we have raised £522,103 in our first financial year (£207,349 being deferred income) from a range of grant funding, donations and community fundraising activities.

Our fundraising expenditure was higher in this first year than would normally be expected in future years, but this initial investment was vital to the organisations sustainability.

Our admin expenditure was higher than would normally be expected in this inaugural year due to our transition to independence requiring us to establish many supporting capabilities from scratch, rebuild all IT infrastructure, and set up our own monitoring database.

Our delivery expenditure was based on a reduced, skeleton structure due to our transition to independence and the need to raise required funding. This past year, we have sought to maximise the use of our salaried staff to undertake delivery activities as a temporary measure to keep overall costs controlled whilst we grow. Our expectation is to seek to exceed a target of 70% of our expenditure to be spent on delivery in the following year, compared to the 67% achieved this year.

Reserves policy

The charity aims to hold unrestricted reserves which are sufficient and will normally exceed three months' estimated operating costs for the organisation as a whole during the following 12 months.

The trustees have reviewed the level of reserves needed by the charity and agreed that:

- as a frontline service delivery organisation, many of our core salaries and overheads may be covered within our restricted income and that levels of unrestricted reserves may be lower. However, it has been agreed that the charity will look to secure and maintain increased levels of unrestricted reserves.
- should reserves fall below the stated level, the trustees and the Chief Executive will endeavour to raise additional unrestricted funds as a matter of urgency or take steps to reduce operating costs.

Going concern

After making appropriate enquiries, the trustees have an expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing the financial statements.

REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

FINANCIAL REVIEW

Key financial performance indicators

Monthly management accounts and KPI reports have been established. A baseline budget has been prepared for the 2022-2023 FY and performance against this will be reported each month. The Trustees will review the financial position quarterly.

FUTURE PLANS

Details of plans for the future can be found in the strategic report.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The Articles of Association were altered on the 8th March 2022.

The first period end was extended to 31 October 22 to ensure a full year of activities from when the F4YP project was transferred from IMPAKT Housing & Support could be included in the first period end.

Charity constitution

The charity was established as a not for profit company limited by guarantee on 1st June 2021, and subsequently received Charitable status on 9th March 2022, with a registered charity number 1191984.

Method of appointment or election of trustees

Recruitment of Trustees has occurred as a result of direct interest in the charity. Trustees have been chosen through an analysis of skills to enable the progress of the charity's objects. Trustees induction has occurred through direction from the Charity Commission guidance. Formal induction processes are in place. These are reviewed on a regular basis.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

13432846 (England and Wales)

Registered Charity number

1198194

Registered office

Rooms 9 & 10 Dombey Court
Pilgrim Centre
Brickhill Drive
Bedford
MK41 7PZ

Trustees

Julie Mary Blatchford (appointed 17.11.21)
Brian Gamer (appointed 1.6.21) (resigned 24.2.22)
Rebecca Jane Ireland (appointed 17.12.21)
Asim Siddiqi (appointed 16.3.22)
James Andrew King (appointed 14.3.22)

Independent Examiner

Catherine Brown
Institute of Chartered Accountants in England and Wales
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

FUN 4 YOUNG PEOPLE (F4YP) LTD
REPORT OF THE TRUSTEES
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

REFERENCE AND ADMINISTRATIVE DETAILS

Bankers

Metro Bank
Southampton Row
London
WC1B 5HA

Chief Executive Officer

Sophie Stock

Head of Operations

Sarah Collins

COMMENCEMENT OF ACTIVITIES

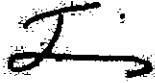
The company was incorporated on 1 June 2021. The activities, undertakings and assets associated with the IMPAKT Young People project (formerly known as Fun 4 Young People project) was transferred from IMPAKT Housing & Support (formerly YMCA Bedfordshire) to the Fun 4 Young People (F4YP) Ltd with effect from 1 November 2021.

The activities included: After school programmes; Holiday activities; 1:1 Therapy sessions and Related pastoral support via CHIPS.

Three members of staff who had worked exclusively on the IMPAKT Young People project, including the current CEO, were TUPEd across on 1 November 2021.

The company became a registered charity on 9 March 2022.

Approved by order of the board of trustees on 28 February 2023 and signed on its behalf by:



James Andrew King - Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
FUN 4 YOUNG PEOPLE (F4YP) LTD**

Independent examiner's report to the trustees of Fun 4 Young People (F4YP) Ltd ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the period 1 June 2021 to 31 October 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

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



Catherine Brown
Institute of Chartered Accountants in England and Wales
Wright Connections Limited
Bedford I-Lab
Priory Business Park
Stannard Way
Bedford
Bedfordshire
MK44 3RZ

Date: 28 February 2023.

FUN 4 YOUNG PEOPLE (F4YP) LTD

STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM				
Donations and legacies	2	87,751	-	87,751
Charitable activities				
Educational and support services		7,280	314,319	321,599
Total		<u>95,031</u>	<u>314,319</u>	<u>409,350</u>
EXPENDITURE ON				
Charitable activities				
Educational and support services		76,631	169,678	246,309
NET INCOME				
Transfers between funds	11	18,400 1,750	144,641 (1,750)	163,041 -
Net movement in funds		<u>20,150</u>	<u>142,891</u>	<u>163,041</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>20,150</u></u>	<u><u>142,891</u></u>	<u><u>163,041</u></u>

The notes form part of these financial statements

FUN 4 YOUNG PEOPLE (F4YP) LTD (REGISTERED NUMBER: 13432846)

BALANCE SHEET
31 OCTOBER 2022

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
FIXED ASSETS				
Tangible assets	6	3,310	-	3,310
CURRENT ASSETS				
Debtors	7	3,483	328,859	332,342
Cash at bank and in hand		20,903	21,381	42,284
		<u>24,386</u>	<u>350,240</u>	<u>374,626</u>
CREDITORS				
Amounts falling due within one year	8	(7,546)	(144,795)	(152,341)
		<u>16,840</u>	<u>205,445</u>	<u>222,285</u>
NET CURRENT ASSETS				
		<u>20,150</u>	<u>205,445</u>	<u>225,595</u>
CREDITORS				
Amounts falling due after more than one year	9	-	(62,554)	(62,554)
		<u>20,150</u>	<u>142,891</u>	<u>163,041</u>
NET ASSETS				
FUNDS	11			
Unrestricted funds				20,150
Restricted funds				142,891
TOTAL FUNDS				<u>163,041</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 October 2022.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 October 2022 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

The notes form part of these financial statements

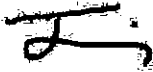
BALANCE SHEET - continued
31 OCTOBER 2022

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

The financial statements were approved by the Board of Trustees and authorised for issue on 28 February 2023 and were signed on its behalf by:



Julie Mary Blatchford - Trustee



James Andrew King - Trustee

The notes form part of these financial statements

FUN 4 YOUNG PEOPLE (F4YP) LTD

NOTES TO THE FINANCIAL STATEMENTS FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £.

General information

The charity is a private limited company (incorporated in England and Wales, limited by guarantee, as defined by the Companies Act 2006. The charity's operations are controlled from, and its records and accounts maintained in, its registered office as shown in the Report of the Trustees..

The nature of the charity's operations and principal activities are described in the Report of the Trustees.

In accordance with the Companies Act 2006 the charitable company changed its year end to ensure a full year of activities was included in the first set of financial statements.

Critical accounting judgements and key sources of estimation uncertainty

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies.

Where entitlement to grant income is based on a level of performance estimates of percentage complete are made on the basis of the number of units of each appropriate outcome.

Income

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

Income from grants is recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably.

Where grants are payable in more than one year income is only recognised at the beginning of the year to which it relates.

If entitlement is not met, due to performance or timing, then these amounts are deferred.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Allocation and apportionment of costs

Costs are allocated to specific grants in accordance with the term of the grants.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Fixtures and fittings	- 20% on cost
Motor vehicles	- 20% on cost

FUN 4 YOUNG PEOPLE (F4YP) LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

1. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. Cost includes costs directly attributable to making the asset capable of operating as intended.

Taxation

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

Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

Pension costs and other post-retirement benefits

The charitable company makes contributions to employees' defined contribution pension plans.

Donated goods

Donated goods services are recognised in income at their fair value only when their economic benefit is probable, it can be measured reliably and the charity has control over the item.

Debtors and creditors receivable/payable within 1 year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

2. DONATIONS AND LEGACIES

	£
Crowd funding	8,563
Donations	9,110
Grants	70,078
	<u>87,751</u>

Grants received, included in the above, are as follows:

	£
Other grants	70,078

3. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	£
Independent Examiners' fee	1,200
Independent Examiners' fee - other	1,800
Depreciation - owned assets	827

FUN 4 YOUNG PEOPLE (F4YP) LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

4. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 October 2022.

Trustees' expenses

There were no trustees' expenses paid for the period ended 31 October 2022.

5. STAFF COSTS

	£
Wages and salaries	89,880
Social security costs	192
Other pension costs	3,079
	<u>93,151</u>

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

F4YP Activities	<u>5</u>
-----------------	----------

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

There were no employees until the undertakings were transferred from IMPAKT Housing & Support on 1 November 2021.

Total remuneration paid to key management for the period ended 31 October 2022 amounted to £54,099.

6. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Motor vehicles £	Totals £
COST			
Additions	<u>637</u>	<u>3,500</u>	<u>4,137</u>
DEPRECIATION			
Charge for year	<u>127</u>	<u>700</u>	<u>827</u>
NET BOOK VALUE			
At 31 October 2022	<u>510</u>	<u>2,800</u>	<u>3,310</u>

IT Equipment comprising electronic tablets, lap tops and mobile phones were received on 1 November 21 from IMPAKT Housing & Support together with equipment previously used in their F4YP project. There was no deemed cost estimated with this transfer.

7. DEBTORS

	£
Amounts falling due within one year:	
Other debtors	2,090
Installments due on grants	180,396
Prepayments and accrued income	1,393
	<u>183,879</u>

FUN 4 YOUNG PEOPLE (F4YP) LTD

**NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022**

7.	DEBTORS - continued		£
	Amounts falling due after more than one year:		
	Instalments due on grants		<u>148,463</u>
	Aggregate amounts		<u>332,342</u>
8.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		£
	Social security and other taxes		843
	Other creditors		614
	Short term loan		3,090
	Accrued expenses		2,999
	Deferred grant income		<u>144,795</u>
			<u>152,341</u>
9.	CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR		£
	Deferred grant income		<u>62,554</u>
10.	LEASING AGREEMENTS		
	Minimum lease payments under non-cancellable operating leases fall due as follows:		
			£
	Within one year		8,360
	Between one and five years		<u>27,170</u>
			<u>35,530</u>
11.	MOVEMENT IN FUNDS		
		Net movement in funds £	Transfers between funds £
			At 31.10.22 £
	Unrestricted funds		
	General fund	18,400	1,750
			20,150
	Restricted funds		
	Sports activities	1,400	-
	Clubs and Mentoring services	141,491	-
	Purchase of fixed assets	1,750	(1,750)
		<u>144,641</u>	<u>(1,750)</u>
			<u>142,891</u>
	TOTAL FUNDS	<u>163,041</u>	<u>-</u>
			<u>163,041</u>

FUN 4 YOUNG PEOPLE (F4YP) LTD

NOTES TO THE FINANCIAL STATEMENTS - continued
FOR THE PERIOD 1 JUNE 2021 TO 31 OCTOBER 2022

11. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	95,031	(76,631)	18,400
Restricted funds			
Sports activities	6,400	(5,000)	1,400
Counselling services	2,985	(2,985)	-
Clubs and Mentoring services	303,184	(161,693)	141,491
Purchase of fixed assets	1,750	-	1,750
	<u>314,319</u>	<u>(169,678)</u>	<u>144,641</u>
TOTAL FUNDS	<u>409,350</u>	<u>(246,309)</u>	<u>163,041</u>

The individual restricted funds have been set up to ensure that expenditure against grants given for restricted purposes can be monitored and recorded in accordance with any conditions imposed by the donor(s). The name of the funds are descriptive of the restrictions imposed by the donor.

Transfers between funds

The transfers from restricted funds to general funds are done when the conditions of the restricted grants have been met and/or there is no obligation to repay any surplus monies back.

12. RELATED PARTY DISCLOSURES

£5,000 plus gift aid was received as a donation from a trustee.

A trustee loaned the company £300 (interest free) which was fully repaid at the period end.