

YWCA England & Wales trading as Young Women's Trust

Trustees' Annual Report and Accounts



Annual Report 2019 – 2020

YWCA England & Wales

Trading as

Young Women's Trust

Report of the Board of Trustees

And Financial Statements

Year ended 31 March 2020

Report of the Board of Trustees

The trustees present their report and the audited financial statements for the year ended 31 March 2020.

Reference and administrative information set out on page 19/20 forms part of this report. The financial statements comply with current statutory requirements, the memorandum of and articles of association and the statement of Recommended Practice – Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS102.

The objects of the Charity are to promote any charitable purposes for the benefit of women and young people including but not limited to:

- To eliminate all forms of disadvantage experienced by young women.
- To encourage their social, physical, emotional and personal development.
- To promote leadership and participation in society by young women.

The main activities undertaken by the Charity are:

- Provision of services through our Work it Out coaching, grants and CV feedback.
- Influencing change through our research, policy and campaigns.

These activities are underpinned by our participation programme.

Chair's Message

Chair's message

This last year has demonstrated not only the incredible hard work and commitment of everyone at Young Women's Trust, but also more than ever the overwhelming need for our work – and the fundamental importance of having young women at the heart of all we do.

We supported a record number of young women through our Work It Out service, undertook research which has influenced policy and practice and supported young women to shape our own work and to have their voices heard by those in power.

It is also testament to the entire staff team that we were able to so quickly develop, fundraise for and launch our Emergency Fund to support young women in financial need as a result of the Covid-19 crisis - working in partnership with other women's sector organisations to deliver this.

Even before the outbreak of the Covid-19 pandemic, young women, especially those struggling to live on low or no pay, were too often ignored, undervalued and underpaid.

Last year, Young Women's Trust research revealed that a staggering 40 per cent of young women found it hard to make their cash last until the end of the month and one in four young mums skipped meals every day.

We also published research which highlighted the enormous contribution young women make to the economy through unpaid work and the enormous toll that sexism is having upon young women's mental health.

Too often the experiences of young women are overlooked, which is why we want to establish the charity as a centre of expertise on young women's economic justice.

As all of us try to come to terms with the seismic implications of Covid-19, it is already clear that young women are amongst the groups being hit hardest financially by the crisis - whilst also taking on yet more unpaid caring responsibilities and shouldering an enormous emotional burden.

We are especially concerned that women's equality will move backwards in the absence of a strong focus within government and from employers on preventing this from happening.

That's why the work of the Young Women's Trust is so crucial and why we won't waver from our commitment to bring about economic justice for all young women.

It's also why we need your support more than ever – as we seek to step up our work to ensure that no young woman is left behind.

Jo-ann Robertson, Chair, Young Women's Trust

Public Benefit

In planning the charity's activities, the Trustees have given due regard to the Charity Commission's guidance on public benefit.

Young Women's Trust is a feminist organisation working to achieve economic justice for young women.

Our vision is one where young women have the freedom to choose work that fosters their talents and are paid fair wages in secure workplaces. And all society prospers because young women's contribution is valued.

Our mission is to give economic power to young women by firing their imaginations and aspirations and raising their voices, by challenging sexist work roles that trap young women in poverty and rebuilding workplaces free from discrimination and inequality.

We do this via four key objectives:

1. building hopeful young women aged 18-30 to define their own vision of happy and purposeful activity;
2. opening up opportunities for young women by smashing career stereotypes;
3. building a society that values the unpaid work it relies upon women to do; and
4. creating respectful, equal workplaces. So the one million young women who are struggling to live on low or no pay can thrive and all young women can see a fairer working future.

We achieve these four key objectives via the following strategic services and workflows:

Unlocking women's potential

- Work it Out coaching for building skills and strong mental health
- CV feedback service
- Activist training and campaigning
- Championing new leaders via our Young Women's Advisory Panel
- Policy work

Smashing career stereotypes

- Highlighting intersectional barriers to work
- Promoting equal apprenticeships and paid internships with business
- Providing fair recruitment practices advice for companies
- Campaigning to end job segregation and stereotyping

Valuing women's unpaid work

- Doing innovative research to scrutinise and illuminate young women's experiences
- Campaigns and policy advice on shared care and flexible working to lower barriers
- Campaigning for equal government investment in social infrastructure

Building equal workplaces

- Information and advice on workplace rights
- Research to monitor progress and lack of it
- Campaigns to end sexual harassment and pregnancy, maternity and pay discrimination

Activities and Impact 2019/2020

Supporting young women to build skills and strong mental health

Our Work It Out Service supports young women, especially those struggling to live on low or no pay, to build their skills and strong mental health. We provide free, flexible coaching over the phone and online, and personalised feedback on CVs, cover letters and job applications. We also ran an Employment Support Fund during the year and set up an Emergency Fund in response to Covid-19.

Highlights during 2019/20

- We supported more young women than ever before through our Work It Out service. 2,993 young women accessed Work It Out, an increase of 19 per cent on 2018/2019. Of these, 1,055 were supported with coaching alone, 931 with CV feedback alone and 1,007 with coaching and CV feedback.
- We delivered a total of 5,179 coaching sessions, a 37 per cent increase on 2018/19. In all, we provided 2,190 pieces of CV feedback.
- Nine in ten young women (90 per cent) reported at least one positive change as a result of using Work It Out. 42 per cent of young women who used both coaching and CV feedback said that using the service had resulted in them getting a job, or a better job than previously.
- Of those young women who used the coaching service, 78 per cent said it had increased their confidence, 76 per cent said they felt less anxious or worried and 73 per cent said it had increased their motivation.
- Young women continued to value the support we provided. 97 per cent said that they were able to speak to a coach at a time that suited them, 87 per cent found the coaching helpful, 98 per cent found the CV feedback helpful and easy to understand and 95 per cent who received CV feedback said that they had changed or planned to change their CV as a result.
- We continued to reach young women across the country, including those living in deprived households. 34 per cent of young women supported were in the top 3 deciles of the most deprived households. 30 per cent were unemployed, 54 per cent were in some form of employment (including zero hours contracts, part-time and low paid employment), 12 per cent were studying and 4 per cent were self-employed.
- We implemented a new database which has helped us to manage and meet the increased levels of demand for Work It Out and vastly improved the efficiency of our administration, record keeping and reporting.
- We ran the Employment Support Fund from September 2019 until March 2020, to enable young women facing multiple challenges to take the next step towards employment by removing practical barriers. There were 828 unique applicants, and we provided support to 211 young women. Laptops were the most popular item

purchased. The subsequent lockdown due to Covid-19 has meant there are still some items to be purchased – for example as driving lessons are on hold.

- In March 2020 we set up an Emergency Fund in response to Covid-19 to provide emergency payments of £150 to help young women in financial need buy food and other essential items. We have been doing this by working with referral partners to ensure that young women most in need are able to access the fund. Women's Aid, Women's Resource Centre and Women for Refugee Women were selected as partners; we prioritised working with charities supporting women experiencing domestic violence because we understood that lockdown would be particularly challenging for young women living in unsafe spaces. We also prioritised working with charities supporting Black women and women from ethnic minorities because we know that Covid-19 has had a disproportionate impact on BAME communities.

Future priorities include:

- Increase the number of young women using Work It Out coaching and feedback services to reach 15,000 young women over the next three years.
- Develop our service provision to ensure we are reaching those women most in need of our help. We know that there are some women who face complex barriers to finding quality work – for example those who are care experienced, women with disabilities, those who have experience of the criminal justice system. We want to speak with these young women, and those working with them across England and Wales so that where needed we can adapt Work It Out or develop new services in response to what we learn.
- Reflecting on the impact of Covid-19 on young women and how we can provide additional support by analysing themes and presenting case studies from Work It Out and the Covid-19 Emergency Fund that we have set up.

Influencing change through policy, research and communications

Young Women's Trust played a key role in advocating for change to achieve economic justice for young women, making inroads despite a changing and challenging political backdrop.

Highlights during 2019/20

- Through our Paid Less, Worth Less? campaign we succeeded in securing the Government's commitment to extend the National Living Wage to younger workers – a move which will especially benefit young women who are more likely to be on low pay. Building on previous political engagement and public campaigning, we arranged for young women to meet the Low Pay Commission as part of their review into youth rates to talk about the impact of being paid less than their colleagues and submitted evidence which demonstrated that employers also supported reform.
- We continued to influence policy, including through our involvement with the Department for Education's Apprenticeships Equalities and Diversity Advisory Group. We were also active members of the Centenary Action Group of women's sector organisations and worked with other women's sector organisations on a young women and girls manifesto ahead of the 2019 General Election.

- We were mentioned in every national newspaper, making the case for the changes needed to bring about economic justice for young women. We also made major inroads with our digital engagement, growing the number of unique users to our website by 54 per cent to 158,354 in 2019/20 compared to the previous year. We also grew our twitter following by 25 per cent, our Facebook followers by 17 per cent and Instagram followers by 186 per cent.
- We launched a new microsite, youngwomenscount.org ahead of International Women's Day in March to support our #YoungWomenCount campaign on the value of young women's unpaid work. The site featured an unpaid work calculator and encouraged women to share their results on social media. In the first week after launch, 2,673 people filled in the unpaid work calculator, with many opting in to be kept in touch about our work.
- We continued to produce high quality research, shedding light on the barriers to young women's economic justice and the changes needed to policy and practice. Highlights included significant interest in our annual survey findings on young women's loss of confidence in politicians and in the financial hardships they are facing, publishing research with the University of Southampton on how the Shared Accommodation Rate is harming young women on housing welfare, carrying out research into the challenges young women were facing with childcare, work with UCL on links between young women's experience of sexism and poor mental health and a peer research project on young women's unpaid work.

Future priorities include:

- Establishing Young Women's Trust as a centre of expertise on young women's economic justice and the impact of Covid-19, with a focus on peer research, intersectional analysis and ensuring research findings are accessible.
- Effective policy influencing and campaigns with young women at their heart to ensure economic justice for young women.
- Continuing our digital transformation programme, including through a new website to better engage with young women and supporters.

Participation: supporting young women to have their voices heard

Our participation work, shaping our own strategy and programme and supporting young women to have their voices heard, remains at the heart of all we do.

Highlights during 2019/20

- 388 young women with experience of living on low or no pay directly shared their views and experiences through our participation programme to shape our work and influence others.
- We continued to support young women to meet with policymakers, politicians, to speak to the media and to write blogs for our website.
- In partnership with Partnership for Young London, we ran a peer research project equipping young women to conduct research which investigated the amount of unpaid work young women do and how they feel about it.

- 25 young women were integral in defining our renewed strategy and charitable objectives towards the end of 2019. They took part in five co-creation workshops with staff and presented recommendations for new projects to our Trustees which were all approved.
- We launched our Young Women's Manifesto and Movement at an event in Birmingham, which 50 young women from all over England and Wales attended. The event included campaigning training with Campaign Bootcamp, an inspiring panel discussion with young female activists and a lively discussion hosted by Tortoise Media to create new rules for politics.
- We supported young women to attend a range of events, for example 12 young women attended the Women of the World Festival in London and nine young women took part in a stunt outside parliament to launch our unpaid work campaign and calculator.
- As a result of the Covid-19 pandemic we created a series of weekly webinars via Zoom to allow young women to stay connected, informed and continue to shape our work. Experts in employment, housing and pregnancy/maternity rights have spoken at these webinars as well as Work It Out coaches offering techniques to support young women's well-being at this time. The average number of young women joining these webinars is 15-20. We consulted with young women to ask them how we can make them more accessible to increase numbers attending.

Future priorities include:

- Thanks to funding from Comic Relief, we will continue to build our #YoungWomenTogether activist movement to encourage young women with experience of living on low or no pay to lead change based on their Young Women's Manifesto. We will be supporting the movement to take part in activities to increase their power, voice and influence and to drive change in their communities. During lockdown we will be looking to upskill young women in campaigning skills to support our 'No Young Woman Left Behind' campaign work. Post-lockdown we will support young women to undertake community organising training.
- Testing accessible and inclusive ways to engage young women who are the furthest from power in our work, for example, running a series of online webinars during lockdown and considering how to continue this type of engagement beyond lockdown.
- We will trial ways panel members can share knowledge and experience gained about campaigning and activism in the community through peer-led activities and continue to run two residential weekends annually. We have adapted to the government guidelines around COVID 19 and are planning to deliver the content through digital channels in the interim lockdown period whilst the residentials cannot take place physically. Members will take part in workshops to shape our work and undertake training opportunities to enhance their skills as advocates for change.
- We will run two additional training sessions throughout the year, one in Public Speaking and the other in Speaking to the Media, which will be open to all young women in our network to increase the number of young women spokespeople for the charity.

- Continuing to run the YWT Lounge Closed Facebook Group which includes testing ways young women can connect with each other to support our influencing work and share their experiences on specific issues via this online channel.

Financial Review

The Charity is able to report another good year financially with an overall increase in income of 9%. The actual operating loss for the year, before investment gains, was £540,000 (2019 £456,000).

The deficit was planned by the Board and relates to their decision to use some of our expendable endowments over 2019/2020 and the next 3 years to develop new activities and meet the increasing demand for our Work It Out coaching and feedback service.

There were other operating costs of £15,000 (2019 £43,000). The costs are mostly related to freehold property purchased in the past. The charity is gradually disposing of surplus freehold property which has resulted in a reduction in their related costs.

Investment losses for the year were £1,788,000 and losses on disposal of property were £8,000. The significant loss on investment was due to the effect of the spread of COVID 19 which created a sudden volatility of the market at the end of March 2020. The loss on property relates to the sale of a property in Doncaster which completed in April 2019. Although the property was sold at a book loss the sale price of £297,500 was above the market valuation obtained prior to the sale.

The overall deficit for the year, after other gains and losses, was £2,328,000 (2019 £182,000 surplus after other gains and losses). The significant change was due to the fall in value of investments at the end of March 2020 after the announcement of the lockdown to reduce the spread of COVID 19. As at the Balance Sheet date the total funds of the charity are £17.5 million.

Income

Our total income for the year increased by 9.6 % to £1.44 million (2019 £1.32 million). This was mostly driven by strong growth in fundraised income totalling £827,000 (2019 £721,000). Donations and legacies accounted for £445,000 of the total (2019 £343,000). The increase is mostly owing to an increase in income from companies £104,000 (2019 £42,000). There was an increase in legacy income which was £66,000 (2019 £32,000). Income from all other voluntary sources also increased.

Income from trusts and foundations increased by 15% and was £379,000 (2019 £318,000). The increase is mostly owing to a significant grant worth £255,000 over 3 years from Comic Relief as part of their Power Up programme to support movements of women and girls to create change. Significant grants were also secured from the Berkeley Foundation and City Bridge Trust to support the expansion of our Work it Out service, from John Ellerman Foundation to support our participation work with young women and the Jack Petchey Foundation to support our internship programme for a young woman in our organisation.

Investment income, excluding capital gains was £583,000 (2019 £573,000).

Expenditure

Total operating expenditure for the year was £1,980,000 (2019 £1,776,000).

Total salary costs were £1,017,000 (2019 £905,000). Average headcount has increased by 8 which would account for this increase in salary costs.

Allocated support costs totalled £424,000 (2019 £382,000) and governance costs were £60,000 (2019 £77,000). In 2019 the Charity undertook a strategic review which accounts for the higher costs in the previous year.

The direct costs of generating income were £322,000 (2019 £321,000) which includes £70,000 of investment management fees.

The direct costs of the coaching services and other services provision was £695,000 (2019 £477,000). This reflects an increase in young women using the Work It Out coaching and feedback service. In 2019/2020 2,993 young women used the service up from 2,496 in 2018/2019.

We spent £190,000 (2019 £167,000) on participation costs to engage directly with young women from our beneficiary group.

Campaigning and influencing direct costs were £155,000 (2019 £162,000). Policy and research costs were £127,000 (2019 £155,000).

Other Income

Net losses on investments were £1,788,000 (2019 £737,000 gain). The market value of investments at the end of the year was £17 million (2019 £19.1 million). The sudden drop in investments occurred at the end of March 2020 due to the impact of the Covid 19 pandemic on the market value of investments. The Board drew down £250,000 from the investments during the year to meet the Charity's cash-flow needs.

Financial Outlook

During 2017/2018 the Board approved a financial strategy for the 3 years up to and including 2021/2022. The Board agreed that the charity will continue to operate with planned deficits of around £650,000 each year. The deficits will be funded from designated reserves and the unapplied total return of the permanent endowment.

We anticipate that income from fundraising activity will continue to increase slowly, and the launch of our emergency fund for young women affected by coronavirus will generate additional income. Given the volatile nature of the markets due to COVID 19, it is hard to predict the yield from investments, but we will continue to work closely with our investment manager to monitor and adjust forecasts accordingly.

Spend on charitable activities will increase slightly as we increase the numbers of young women supported by the coaching and feedback service. We have recruited a one year fixed term post to lead on a digital transformation project. A Chief Operating Officer, Movement Builder and Digital Content Officer will be recruited in early 2020/21, with further recruitment plans under review dependent on the performance of the investment portfolio.

A new strategy was implemented in October 2019, including the launch of five major projects:

- Research Lab
- Young Women's Movement
- Work It On Tour
- Solidarity Network
- Digital Transformation

This takes the deficit before net gains or losses on investments to £540k in 2019/20, with a budgeted deficit of £1.2m in 2020/21 to accommodate the growth of these projects.

Our Funds

The charity's funds totalled £17.5 million (2019 £19.8 million) and are principally comprised of:

Endowments £13.5 million

Permanent and expendable endowments which have been built up over the last 150 years by donors who wished to support our work with girls and women in the long term. Most of the donations were originally for buildings, when the charity provided hostels and accommodation for girls and women. When the buildings were sold Young Women's Trust reflected the wishes of the donors by creating endowments that would provide long term support for girls and women now and in the future. The proceeds were invested and now provide Young Women's Trust with income to support the organisation as well as our charitable activities including the delivery of services, research and policy work. This provides vital financial stability and ensures our work to support young women in need is sustainable over the long term.

Young Women's Trust has a permanent endowment (£7.2 million), and in the past capital gains have been applied to the fund to enable it to grow over time. From March 2015 the fund was moved to a 'total returns' basis which meant that the capital gains can be used for charitable purposes. Due to the fall in share price in March 2020 because of the COVID 19, and to maintain a level of general reserves at 6 months planned operating activity, £571,000 was transferred from the permanent endowment fund to unrestricted and general funds. There is also an expendable endowment (£6.3 million) over which the Trustees have some discretion. Currently the endowments are invested in a range of UK and global assets, in order to provide around £576,000 of income annually for services, policy and campaigning work.

Regional restricted funds of £1 million

These are funds that arose from the sale of hostels which are not endowments but are subject to restrictions on the geographical areas in which they can be spent. Young Women's Trust is using the remaining funds to support our work.

Restricted funds committed for use in 2020/2021 £0.4 million

Most of the income that Young Women's Trust receives is spent in the year it is received. At the year-end there are some timing differences, which results in us having already received some money for programmes that continue into next year.

Designated Funds £1.3 million

The Trustees have set aside £85,000 in a designated fund for fixed assets (property and computers).

The Board designated £1.6 million in 2016-2017 to fund an expansion plan for the charity. This will fund future planned budget deficits.

The Charity spent £197,000 from this designated reserve in the year. The designated reserve now stands at £1.3 million (2019 £1.7million).

General Reserves £1.3 million

Reserves policy

In accordance with Charity Commission guidance, Young Women's Trust defines 'free' reserves as those funds which are available to spend because they are not endowments, not restricted, not tied up in fixed assets and not otherwise designated. The Trustees review the reserves policy each year.

Having taken into account the major risks faced by the Charity, the Trustees aim to hold sufficient 'free' reserves to fund our planned operating activities for 6 months in case of loss of income. For 2020/2021 this equates to around £1.3 million.

This is necessary in order for us to provide consistent and uninterrupted services to women and complete our planned campaigns. The Board feel that this is a sufficient amount of 'free' reserves to mitigate the major risks faced by the charity.

When properties are sold an amount equal to the unrealised gains on the sold property is released from the Property revaluation reserve into general funds, following the sale in May 2019 of the property in Doncaster £213,000 was released to the general fund.

As explained above £571,000 of capital gains from the permanent endowment has also been transferred to the general Fund to help meet the general fund reserves goal of 6 months predicted expenditure.

As at 31 March 2020 the unrestricted or general reserves fund is £1.3 million which equates to just over 6 months predicted expenditure for 2020/2021.

Most of the general reserve is invested but can be drawn down to meet planned expenditure. We manage our cash-flow by regular forecasting and reporting and work closely with our investment managers to make sure that there is cash available when it is needed.

Investment policy

All long-term funds should be invested to grow, after fees, at least in line with inflation, in order to maintain their real value in the long term, while also producing a flow of income.

The investment objective for the long-term reserves is to generate a return, net of fees, of 3% in excess of inflation, as measured by the UK Retail prices Index (RPI) over the long term in order to protect the real value of the investment portfolio for the future activities of the Trust. In this context, long-term is taken to be five years plus. This is in line with the spending target of 3% per annum. Measuring return over the long term will smooth the expected fluctuations in annual total returns and help to allow sufficient investment flexibility to the manager(s) so that the real value of the Trust can be maintained in accordance with the investment objective above.

The total return for the year on investments was 7.1% and the average total return over 5 years 6.7%. The portfolio has outperformed the targets outlined above.

The key short term risk to the reserves is the impact of COVID on the global markets, and the charity will continue to work closely with our investment managers to monitor, review and adjust investments accordingly. The long-term risk to the reserves is inflation, and the assets should be invested to mitigate this risk over the long term. The trustees understand that this is likely to mean that the investment portfolio will have a substantial exposure to real economic assets including equities, and other long duration assets, and that the capital value will fluctuate. The Trustees are able to tolerate volatility of the capital value of the Trust, as long as the Trust is able to meet its short term funding commitments through either income or liquid capital assets.

The charity's assets can be invested widely and should be diversified by asset class and by security. Asset classes could include cash, bonds, equities, property, hedge funds, structured products, private equity, commodities and any other asset that is deemed suitable for the charity.

The charity will not enter into any derivative contracts unless these are for the purpose of hedging existing investments.

The charity has an ethical investment policy which currently limits our exposure to companies that derive part or all of their turnover from pornography, arms or tobacco products.

The Finance and General Purposes Committee is charged with reviewing the investment strategy adopted by the investment manager(s).

Investment management

Our investments are monitored by the Finance and General Purposes Committee, which meets four times a year. Representatives from Investec meet with the Finance Committee twice a year to present their report and answer questions from the Committee.

A report on the performance of the investment portfolio is given to the Committee at each meeting. Performance is monitored against the agreed benchmark and external indices.

Going concern

We have set out above a review of the charity's financial performance and general reserves position. The Board believes that we have adequate financial resources and are able to manage our business risks. The financial planning process has taken into account the current economic climate and the potential impact upon our sources of income and planned expenditure. The Board has a reasonable expectation that the charity has adequate financial resources to continue in operational existence for the foreseeable future.

The Board believes that there are no material uncertainties that call into doubt the charity's ability to continue in operation. Accordingly our accounts have been prepared on the basis that the charity is a going concern.

Governance and Management

Young Women's Trust is managed by a Board of Trustees. Board members are Trustees for the purposes of charity law and directors for the purposes of company law. The Board of Trustees is also trustee for the trusts consolidated with these financial statements. We have places for 18 board members and on 31 March 2020 there were 14 including 2 full Board members drawn directly from our beneficiary group.

The Board met 4 times during the year: operational management was delegated by the Board to the senior management team and Chief Executive. There is a scheme of delegation in place which details clearly the extents and limits of executive responsibility.

There is also a sub-Committee of the Board, the Finance and General Purposes Committee, which incorporates risk management, investment, nominations and remuneration. The Finance and General Purposes Committee also has 2 external co-opted members with specialist skills in HR and investment. The Committee met 4 times during the year.

Recruitment and Appointment of Trustees

Trustees are recruited through external advertising and personal contacts having regard to the skills needed on the Board. The Board members from our beneficiary group are recruited from ex-Advisory Panel members. Once appointed new trustees are inducted by the Chief Executive and Chair and are given information on the duties, responsibilities and expectations of a Trustee.

Trustees are appointed for a period of 3 years. The Trustees retire at the July Board meeting 3 years after their initial appointment but can be re-elected for a further 3 year

term. The maximum length of service is 6 years but the Chair and Honorary Treasurer may be asked to serve a further 3 year term on the approval of the Company members.

Chief Executive's pay and Remuneration Policy

A transparent and fair process for determining remuneration at all levels of the Charity is required to ensure that stakeholders can be confident in the management of the Charity. The Charity also understands the importance of attracting and retaining high quality employees from the Chief Executive through to support staff. In 2019/2020 there was a change in Chief Executive.

Remuneration

- All employees apart from the Chief Executive and the trainees are paid in line with the appropriate point on the salary scale related to their role.
- Pay bands are determined by the role and job description.
- Each pay band has 4 incremental levels and the appropriate level of pay within the band is determined by an employee's level of skills, competence and overall performance in the role.
- Trainees will be paid an hourly rate no less than the London Living Wage as published and varied from time to time by the Living Wage Foundation.
- The Chief Executive's salary is determined by the Board and takes account of the performance of the Charity and the external market.
- The salary of the Chief Executive shall be disclosed in the Trustees' Annual report.
- The differential between the highest and lowest paid employee shall be no more than 5 times the lowest salary.
- No employee shall receive any other payments apart from their contractual salary, employer's contributions to pension plans, and reimbursed out of pocket expenses.
- In exceptional circumstances payments for voluntary overtime may be made and these will be approved by the Chief Operating Officer or Chief Executive.
- The salary scales and bands are reviewed each year and benchmarked against the appropriate external data every two years. They are available to external stakeholders on request.
- The Board will approve any changes to pay scales in conjunction with approving the annual budget on the recommendation of the Finance and General Purposes Committee.

Fundraising Practice

Our overall aim is to grow fundraising income to enable us to reach more young women through our direct services and our policy and campaigns work and to enable us to decrease our reliance on our endowments. To grow our income we undertake a number of different fundraising practices, including fundraising from individuals, trusts, foundations and companies as well as organising fundraising events.

This year our target was £745,000 and we exceeded this target by £82,000 securing £827,000 in voluntary income. This represents a 16% increase in voluntary income. This growth was predominantly due to an increase in funding from Trusts and Foundations, companies and legacy income although we saw increases across all income streams. Unrestricted fundraising expenditure remained unchanged.

All our fundraising practices comply with the Charity Commission and UK law in every respect. As members of the Fundraising Regulator we are guided by their Code of Fundraising Practice, and we follow its Fundraising Promise, making sure our fundraising is legal, open, honest and respectful. We do not engage with any professional fundraising organisations or third parties, instead all our fundraising is conducted by our own staff.

We comply with General Data Protection Regulations (GDPR) and outline our commitment to our supporters in our Fundraising Privacy Notice and organisational Privacy Policy, ensuring we respect the privacy and contact preferences of all our donors. We will also respond promptly to requests to cease contact or complaints and act as best we can to address their causes. No complaints about our fundraising practices were received in the past year.

We greatly value the support we receive from voluntary sources and we are committed to providing our supporters with an excellent supporter experience that is open, transparent and personal.

Risk management

The Board understands its responsibility for the development and implementation of a system of internal control and reviewing its effectiveness. The system that has been developed is designed to manage rather than eliminate the risk of failure to meet our business objectives and can therefore only provide reasonable and not absolute assurance against material misstatement or loss. The main elements of Young Women's Trust system of internal controls are:

- 'Horizon-scanning' reviews of potential future risks performed by the Finance committee.
- The creation and regular review of a comprehensive risk register covering all areas of Young Women's Trust functioning which is managed by the Chief Executive and Senior Management Team and reviewed by the Board at each meeting.
- Regular review of the top risks and their mitigation by the Finance Committee.

The principle risks identified during the year by the Senior Management Team and the Board include:

- Capital gains and yields on investment portfolio may continue to decrease over the next few months/years due to the current economic climate and the impact on the economy of Covid-19.
- Staff are unable to work from office and are required to continue working from home long term due to COVID-19, affecting morale and productivity.

- Unable to meet income targets for this financial year due to COVID-19.
- Uncertain environment due to coronavirus makes it hard to plan ahead and risks dating research and policy work quickly.
- External environment and political uncertainty can make it increasingly challenging for our influencing work to be effective, especially given dominance of Brexit.
- The case for women's disadvantage is harder to make in the light of reduced numbers of NEETs and more young women with degrees accessing our services.
- No succession plan in place for key members of the Board and no clear plan in place in case of illness or other unforeseen circumstances.
- Our service fails to meet specified targets - simultaneous desire to grow overall numbers of women using the services as well as targeting particular groups (e.g. geographic or based on deprivation measures) presents a challenge.
- Failure to deliver new activities in the strategy within the planned timescale. This includes digital transformation project, new website and employment support fund.

Mitigating actions taken and planned include:

- Meet regularly with investment managers and consider total review of investment policy.
- Have contingency plans in place in case of substantial and prolonged reduction in investment income.
- Review expenditure strategy and timings of drawing from reserves.
- Continue to review IT systems and software to ensure infrastructure is adequate to allow staff to work from home.
- Line managers to ensure regular contact with staff to ensure sufficient support, with regular reviews of provision of pastoral care, including signposting for staff as necessary.
- Regular communication with staff with updates on timings and return to work plan.
- Ensuring we have a clear evidence base for what we say.
- Horizon scanning to ensure we are choosing most appropriate opportunities to influence stakeholder engagement strategy to ensure we get regular insight and have routes to influence and is across the spectrum.
- Continue to explore additional routes to our target audience - e.g. referral partners, WIO Ambassadors, mailouts of promotional material. Accepting that if we do grow the service not all of our beneficiaries will be from the most disadvantaged areas.
- Clear operational plans linked to strategy with milestones and KPIs Revise the KPI document so that it includes the major projects within the strategy so that we can report to the Board on progress.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Young Women's Trust for the purposes of company law) are responsible for preparing the Trustees' report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They 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.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- They have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Reference and Administrative Details

Status

Young Women's Trust is the operating name of YWCA England & Wales, a registered charity and a company limited by guarantee.

Company number: 137113

Country of incorporation: United Kingdom

Charity registration number: 217868

Country of registration: England

Registered Office

Young Women's Trust

Unit D, 15-18 White Lion Street, London, N1 9PD

Auditor

Sayer Vincent LLP, Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Bankers

Unity Trust Bank PLC, Nine Brindley Place, Birmingham B1 2HB

Solicitors

Blake Laphorn, Seacourt Tower, West Way, Oxford, OX2 0FB

Investment Managers

Investec Wealth & Investment, 2 Gresham Street, London, EC2V 7QN

Patron

Her Majesty The Queen

Vice Patron

Her Royal Highness Princess Alexandra, The Hon. Lady Ogilvy

Board of Trustees

| | |
|--|---|
| Jo-Ann Robertson (Chair) | Appointed 19 April 2018 |
| Alexandra Birtles | Appointed January 2014 |
| Laura Blake | Appointed September 2015 |
| Sara Christou | Appointed February 2020 |
| Leanne Hall | Appointed June 2016 |
| John Hitchin | Appointed February 2016 |
| Noor Kalumba | Appointed June 2016 |
| Tara Leathers | Appointed January 2014 Resigned February 2020 |
| Gordon Mattocks | Appointed February 2019 |
| Deirdra Moynihan | Appointed September 2015 |
| Mary Neate | Appointed February 2020 |
| Sue Nye (Baroness Nye of Lambeth) | Appointed January 2014 Resigned February 2020 |
| Danielle Papagapiou | Appointed February 2016 |
| Martin Pilgrim | Appointed January 2013 Resigned September 2019 |
| Jodie Reed | Appointed February 2019 |
| Lisa Rousseau | Appointed February 2019 |
| Rebeka Stevens | Appointed February 2020 |

Senior Management Team

| | |
|-------------------|--|
| Carole Easton OBE | Chief Executive (resigned May 2019) |
| Sophie Walker | Chief Executive (started September 2019) |
| Suzi Copland | Director of Services |
| Joe Levenson | Director of Communications and Campaigns |
| Laura Perkins | Director of Fundraising |
| Janet Redman | Director of Finance and Resources (resigned November 2019) |
| Abi Shapiro | Chief Operating Officer (started April 2020) |

Auditors

Sayer Vincent LLP were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

The report of the trustees has been approved by the trustees on date and signed on their behalf by

Approved by the trustees on 20 July 2020 and signed on their behalf by

Jo-Ann Robertson

Chair

Independent Auditor's Report to the Members of Young Women's Trust

Opinion

We have audited the financial statements of Young Women's Trust (the 'charitable company') for the year ended 31 March 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, 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 2020 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.
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- The trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- The trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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. In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, for the financial year for which the financial statements are prepared is consistent with the financial statements.
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

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

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

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up

to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Joanna Pittman (Senior statutory auditor)

27 July 2020

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

YWCA England & Wales trading as Young Women's Trust

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2020

| | Note | Unrestricted £'000 | Restricted £'000 | Endowments £'000 | 2020 Total £'000 | Unrestricted | Restricted £'000 | Endowments £'000 | 2019 Total £'000 |
|--|------|-----------------------|---------------------|---------------------|------------------------|--------------|---------------------|---------------------|------------------------|
| Income from: | | | | | | | | | |
| Donations and legacies | 2 | 344 | 101 | - | 445 | 293 | 50 | - | 343 |
| Charitable activities | | | | | | | | | |
| Grants for Services | 3 | 20 | 313 | - | 333 | 9 | 264 | - | 273 |
| Grants for Policy & Research | 3 | - | 46 | - | 46 | - | 45 | - | 45 |
| Fundraising events | | 3 | - | - | 3 | 44 | 16 | - | 60 |
| Investments | 4 | 290 | 52 | 241 | 583 | 292 | 49 | 232 | 573 |
| Other | | 30 | - | - | 30 | 26 | - | - | 26 |
| Total income | | 687 | 512 | 241 | 1,440 | 664 | 424 | 232 | 1,320 |
| Expenditure on: | | | | | | | | | |
| Raising funds | 5 | 354 | - | - | 354 | 354 | 9 | - | 363 |
| Investment management fees | 5 | 10 | 6 | 54 | 70 | 11 | 6 | 50 | 67 |
| Charitable activities | | | | | | | | | |
| Services | 5 | 423 | 674 | - | 1,097 | 550 | 255 | - | 805 |
| Campaigning & Influencing | 5 | 206 | 44 | - | 250 | 226 | 37 | - | 263 |
| Policy & Research | 5 | 194 | - | - | 194 | 173 | 62 | - | 235 |
| Other | | 15 | - | - | 15 | 43 | - | - | 43 |
| Total expenditure | | 1,202 | 724 | 54 | 1,980 | 1,357 | 369 | 50 | 1,776 |
| Net income / (expenditure) before net gains / (losses) on investments | | (515) | (212) | 187 | (540) | (693) | 55 | 182 | (456) |
| Net gains / (losses) on investments | | (250) | (161) | (1,377) | (1,788) | 120 | 63 | 554 | 737 |
| Net income / (expenditure) for the year | 6 | (765) | (373) | (1,190) | (2,328) | (573) | 118 | 736 | 281 |
| Transfers between funds | | 571 | - | (571) | - | 243 | (11) | (232) | - |
| Net income / (expenditure) before other recognised gains and losses | | (194) | (373) | (1,761) | (2,328) | (330) | 107 | 504 | 281 |
| (Losses)/Gains on revaluation of fixed | | - | - | - | - | (87) | - | - | (87) |
| Other (losses) | | - | - | - | - | (12) | - | - | (12) |
| Net movement in funds | | (194) | (373) | (1,761) | (2,328) | (429) | 107 | 504 | 182 |
| Reconciliation of funds: | | | | | | | | | |
| Total funds brought forward | | 2,768 | 1,780 | 15,234 | 19,782 | 3,197 | 1,673 | 14,730 | 19,600 |
| Total funds carried forward | | 2,574 | 1,407 | 13,473 | 17,454 | 2,768 | 1,780 | 15,234 | 19,782 |

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18a to the financial statements.

YWCA England & Wales trading as Young Women's Trust

Balance sheet

Company no. 137113

As at 31 March 2020

| | Note | £'000 | 2020 £'000 | £'000 | 2019 £'000 |
|--|------|------------|----------------------|----------------------|----------------------|
| Fixed assets: | | | | | |
| Tangible assets | 11 | | 145 | | 405 |
| Investments | 12 | | 17,026 | | 19,131 |
| | | | <u>17,171</u> | | <u>19,536</u> |
| Current assets: | | | | | |
| Debtors | 14 | 188 | | 205 | |
| Cash at bank and in hand | | 192 | | 173 | |
| | | <u>380</u> | | <u>378</u> | |
| Liabilities: | | | | | |
| Creditors: amounts falling due within one year | 15 | 97 | | 132 | |
| | | | | <u>132</u> | |
| Net current assets / (liabilities) | | | <u>283</u> | | <u>246</u> |
| Total net assets / (liabilities) | | | <u><u>17,454</u></u> | | <u><u>19,782</u></u> |
| The funds of the charity: | | | | | |
| Permanent endowment funds | 18a | | 7,155 | | 8,261 |
| Expendable endowment funds | 18a | | 6,318 | | 6,973 |
| Restricted income funds | 18a | | 1,407 | | 1,780 |
| Unrestricted income funds: | | | | | |
| Designated funds | 18a | 1,285 | | 1,695 | |
| General funds | 18a | 1,289 | | 1,073 | |
| | | | <u>2,574</u> | <u>2,768</u> | |
| Total unrestricted funds | | | <u>2,574</u> | <u>2,768</u> | |
| Total charity funds | | | <u><u>17,454</u></u> | <u><u>19,782</u></u> | |

Approved by the trustees on 20 July 2020 and signed on their behalf by

Jo-ann Robertson
Chair

YWCA England & Wales trading as Young Women's Trust

Statement of cash flows

For the year ended 31 March 2020

| | 2020 | | 2019 | |
|---|----------------|------------------------|------------|------------------------|
| | £'000 | £'000 | £'000 | £'000 |
| Cash flows from operating activities | | | | |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | (2,328) | | 281 | |
| Depreciation charges | 6 | | 3 | |
| (Gains)/losses on investments | 1,788 | | (737) | |
| Dividends and interest and rent from investments | (583) | | (573) | |
| (Increase)/decrease in debtors | 17 | | (43) | |
| Increase/(decrease) in creditors | (35) | | 40 | |
| | <hr/> | | <hr/> | |
| Net cash provided by / (used in) operating activities | | (1,135) | | (1,029) |
| Cash flows from investing activities: | | | | |
| Dividends, interest and rents from investments | 583 | | 573 | |
| Proceeds from the sale of fixed assets | 297 | | 481 | |
| Costs of disposal of fixed assets | - | | (12) | |
| Purchase of fixed assets | (43) | | (22) | |
| Change in cash in investment portfolio | 218 | | 167 | |
| Proceeds from sale of investments | 1,615 | | 2,106 | |
| Purchase of investments | (1,516) | | (2,214) | |
| | <hr/> | | <hr/> | |
| Net cash provided by / (used in) investing activities | | 1,154 | | 1,079 |
| Change in cash and cash equivalents in the year | | 19 | | 50 |
| Cash and cash equivalents at the beginning of the year | | <hr/> 173 | | <hr/> 123 |
| Cash and cash equivalents at the end of the year | | <hr/> <hr/> 192 | | <hr/> <hr/> 173 |

1 Accounting policies

a) Statutory information

Young Women's Trust is a charitable company limited by guarantee and is incorporated in England. The registered office address is Unit D, 15-18 White Lion Street, London, N1 9PD.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) – (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1 Accounting policies (continued)

g) 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 bank.

h) Fund accounting

Endowment funds are separated into permanent and expendable endowments. The permanent endowment fund comprises the original capital fund, and the accumulated gains on this fund, established to provide income for the charity. The capital cannot be converted into income. The fund is represented by the capital investments included in fixed assets. The trustees have adopted a policy of total return accounting for the permanent endowment funds detailed in note 13 that are drawn down to be used in charitable activities. The expendable endowment comprises the unspent portion of the original capital fund and the accumulated capital gains. Income arising from the fund is applied to the general funds of the Charity. The trustees draw down from the capital fund as and when necessary to spend on charitable activities.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services, undertaking research and campaigning undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Notes to the financial statements

For the year ended 31 March 2020

1 Accounting policies (continued)

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Where information about the aims, objectives and projects of the charity is provided to potential beneficiaries, the costs associated with this publicity are allocated to charitable expenditure.

Where such information about the aims, objectives and projects of the charity is also provided to potential donors, activity costs are apportioned between fundraising and charitable activities on the basis of area of literature occupied by each activity.

| | |
|---------------------------------|-----|
| ● Service delivery and trainees | 33% |
| ● Campaigning | 8% |
| ● Policy and research | 8% |
| ● Participation | 10% |
| ● Costs of raising funds | 16% |
| ● Support costs | 22% |
| ● Governance costs | 3% |

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity.

| | |
|--------------------------------|-----|
| ● Cost of raising funds | 25% |
| ● Trainees & coaching services | 37% |
| ● Campaigning & Influencing | 13% |
| ● Policy & Research | 12% |
| ● Participation | 13% |

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities. Participation costs are the costs of engaging with our beneficiary group and are allocated across charitable activities by the total spend on each activity.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

Where fixed assets have been revalued (in this case, freehold property), any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|---------------------------|---------------------------------|
| ● Computer systems and IT | 4 years |
| ● Freehold Properties | Are held on a revaluation basis |

1 Accounting policies (continued)

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading "Net gains/(losses) on investments" in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

n) Debtors

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

o) Cash at bank and in hand

Cash at bank and cash 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.

p) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

q) 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.

r) Pensions

YWT participates in Scottish Widows defined contribution scheme and employer's contributions are recognised in the SOFA as they fall due.

2 Income from donations and legacies

| | Unrestricted | Restricted | 2020 Total | Unrestricted | Restricted | 2019 Total |
|------------------|--------------|------------|---------------|--------------|------------|---------------|
| | £'000 | £'000 | £'000 | £'000 | £'000 | £'000 |
| Gifts | 278 | 101 | 379 | 261 | 35 | 296 |
| Legacies | 66 | - | 66 | 32 | - | 32 |
| Donated services | - | - | - | - | 15 | 15 |
| | <u>344</u> | <u>101</u> | <u>445</u> | <u>293</u> | <u>50</u> | <u>343</u> |

YWCA England & Wales trading as Young Women's Trust

Notes to the financial statements

For the year ended 31 March 2020

3 Income from charitable activities

| | 2020 | | 2019 | | | |
|-------------------------------|-----------------------|---------------------|----------------|-----------------------|---------------------|----------------|
| | Unrestricted £'000 | Restricted £'000 | Total £'000 | Unrestricted £'000 | Restricted £'000 | Total £'000 |
| Grants | | | | | | |
| Paul Hamlyn Foundation | - | 30 | 30 | - | 30 | 30 |
| Comic Relief | - | 41 | 41 | - | - | - |
| City of London (City Bridge) | - | 34 | 34 | - | - | - |
| Scottish Power | - | 30 | 30 | - | - | - |
| Berkeley Foundation | - | 30 | 30 | - | - | - |
| John Ellerman | - | 25 | 25 | - | - | - |
| Jack Petchy | - | 10 | 10 | - | - | - |
| The Dulverton Trust | - | - | - | - | 25 | 25 |
| Garfield Weston Foundation | - | - | - | - | 25 | 25 |
| The Progress Foundation | - | - | - | - | 25 | 25 |
| The Smallwood Trust | - | - | - | - | 30 | 30 |
| Collyer Fergusson | - | 8 | 8 | - | 15 | 15 |
| Other Trusts & Foundations | 9 | 97 | 106 | 6 | 56 | 62 |
| Statutory Contracts | 11 | - | 11 | 3 | - | 3 |
| Statutory Grants | - | 8 | 8 | - | 58 | 58 |
| Sub-total for Services | 20 | 313 | 333 | 9 | 264 | 273 |
| The Blagrave Trust | - | 45 | 45 | - | 45 | 45 |
| Other Trusts & Foundations | - | 1 | 1 | - | - | - |
| Sub-total for Policy, | - | 46 | 46 | - | 45 | 45 |
| Total income from | 20 | 359 | 379 | 9 | 309 | 318 |

YWCA England & Wales trading as Young Women's Trust

Notes to the financial statements

For the year ended 31 March 2020

4a Income from investments (current year)

| | Unrestricted £'000 | Restricted £'000 | Endowments £'000 | 2020 Total £'000 |
|----------------------|-----------------------|---------------------|---------------------|------------------------|
| Investment portfolio | 284 | 52 | 241 | 577 |
| Bank interest | 6 | - | - | 6 |
| | <u>290</u> | <u>52</u> | <u>241</u> | <u>583</u> |

4b Income from investments (prior year)

| | Unrestricted £'000 | Restricted £'000 | Endowments £'000 | 2019 Total £'000 |
|----------------------|-----------------------|---------------------|---------------------|------------------------|
| Investment portfolio | 290 | 49 | 232 | 571 |
| Bank interest | 2 | - | - | 2 |
| | <u>292</u> | <u>49</u> | <u>232</u> | <u>573</u> |

YWCA England & Wales trading as Young Women's Trust

Notes to the financial statements

For the year ended 31 March 2020

5a Analysis of expenditure (current year)

| | Charitable activities | | | | | | | 2020 Total £'000 | 2019 Total £'000 |
|-------------------------------|---|---|---------------------------------------|-------------------------------|------------------------|------------------------------|---------------------------|---------------------|------------------------|
| | Cost of raising funds & investment management £'000 | Trainees & coaching services £'000 | Campaigning & Influencing £'000 | Policy & Research £'000 | Participation £'000 | Governance costs £'000 | Support costs £'000 | | |
| Staff costs (Note 7) | 197 | 291 | 126 | 71 | 122 | 23 | 187 | 1,017 | 905 |
| Other staff costs | 13 | 67 | 6 | 3 | 7 | 1 | 58 | 155 | 42 |
| Investment management fees | 70 | - | - | - | - | - | - | 70 | 67 |
| Direct costs | 32 | 18 | 22 | 42 | 60 | 28 | 20 | 222 | 307 |
| Office rent and utilities | - | - | - | - | - | - | 102 | 102 | 117 |
| Service delivery expenses | - | 245 | - | - | - | - | - | 245 | 216 |
| Head office overheads | 10 | 9 | 1 | 11 | 1 | - | 57 | 89 | 82 |
| Grants to other organisations | - | - | - | - | - | - | - | - | - |
| Grants to beneficiaries | - | 65 | - | - | - | - | - | 65 | (3) |
| Participation | - | - | - | - | - | - | - | - | - |
| | 322 | 695 | 155 | 127 | 190 | 52 | 424 | 1,965 | 1,733 |
| Support costs | 87 | 187 | 47 | 28 | 67 | 8 | (424) | - | - |
| Participation costs | - | 183 | 41 | 33 | (257) | - | - | - | - |
| Governance costs | 15 | 32 | 7 | 6 | - | (60) | - | - | - |
| Other Resources expended | - | - | - | - | - | - | 15 | 15 | 43 |
| Total expenditure 2020 | 424 | 1,097 | 250 | 194 | - | - | 15 | 1,980 | - |
| Total expenditure 2019 | 430 | 805 | 263 | 235 | - | - | 43 | - | 1,776 |

Other resources expended

Other resources expended includes the costs of maintaining the charity's surplus properties. The majority of the properties have now been sold apart from 2 in Knowlesley and Dagenham which are let out to other charities.

YWCA England & Wales trading as Young Women's Trust

Notes to the financial statements

For the year ended 31 March 2020

5b Analysis of expenditure (prior year)

| | Charitable activities | | | | | | | 2019 Total £'000 | 2018 Total £'000 |
|-------------------------------|---|---|---------------------------------------|-------------------------------|------------------------|------------------------------|---------------------------|---------------------|------------------------|
| | Cost of raising funds & investment management £'000 | Trainees & coaching services £'000 | Campaigning & Influencing £'000 | Policy & Research £'000 | Participation £'000 | Governance costs £'000 | Support costs £'000 | | |
| Staff costs (Note 8) | 173 | 221 | 130 | 73 | 109 | 27 | 172 | 905 | 926 |
| Other staff costs | 5 | 18 | 2 | 1 | 2 | - | 14 | 42 | 54 |
| Investment management fees | 67 | - | - | - | - | - | - | 67 | 67 |
| Direct costs | 65 | 19 | 30 | 81 | 55 | 42 | 15 | 307 | 236 |
| Office rent and utilities | - | - | - | - | - | - | 117 | 117 | 89 |
| Service delivery expenses | - | 216 | - | - | - | - | - | 216 | 146 |
| Head office overheads | 11 | 6 | - | - | 1 | - | 64 | 82 | 54 |
| Grants to other organisations | - | - | - | - | - | - | - | - | - |
| Grants to beneficiaries | - | (3) | - | - | - | - | - | (3) | 64 |
| Participation | - | - | - | - | - | - | - | - | 25 |
| | 321 | 477 | 162 | 155 | 167 | 69 | 382 | 1,733 | 1,661 |
| Support costs | 87 | 167 | 47 | 27 | 46 | 8 | (382) | - | - |
| Participation costs | - | 128 | 43 | 42 | (213) | - | - | - | - |
| Governance costs | 22 | 33 | 11 | 11 | - | (77) | - | - | - |
| Other Resources expended | - | - | - | - | - | - | 43 | 43 | 1,552 |
| Total expenditure 2019 | 430 | 805 | 263 | 235 | - | - | 43 | 1,776 | - |
| Total expenditure 2018 | 394 | 758 | 317 | 192 | - | - | 1,552 | - | 3,213 |

Notes to the financial statements

For the year ended 31 March 2020

6 Net incoming resources for the year

This is stated after charging / crediting:

| | 2020 £'000 | 2019 £'000 |
|---|-------------------|-------------------|
| Depreciation | 6 | 3 |
| Loss on disposal of fixed assets | 7 | 12 |
| Operating lease rentals: | | |
| Property | 75 | 76 |
| Auditors' remuneration (excluding VAT): | | |
| Audit – current year charge | 10 | 9 |
| | <u> </u> | <u> </u> |

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

| | 2020 £'000 | 2019 £'000 |
|--|-------------------|-------------------|
| Salaries and wages | 857 | 760 |
| Social security costs | 89 | 80 |
| Employer's contribution to defined contribution pension schemes | 71 | 65 |
| Life Assurance costs | 4 | 2 |
| | <u> </u> | <u> </u> |
| The total in note 7 excludes life assurance costs & redundancy costs | 1,021 | 907 |
| | <u> </u> | <u> </u> |

The following number of employees received employee benefits (excluding employer pension costs) during the year between:

| | 2020 No. | 2019 No. |
|-------------------|-------------------|-------------------|
| £60,000 – £69,999 | 2 | 1 |
| | <u> </u> | <u> </u> |

The charity considers that its key management personnel comprises the Trustees, the Chief Executive and the senior management team. The total employee benefits including pension contributions of the key management personnel were £324,961,044 (2019: £330,098). There are 6 members of the senior management team 5 of which work part-time. Only the Chief Executive is employed full-time.

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustee received payment for professional or other services supplied to the charity (2019: £nil). Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2019: £nil).

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | 2020 No. | 2019 No. |
|--|-------------------|-------------------|
| Raising funds | 6.0 | 5.0 |
| Policy, Research & Campaigns | 7.0 | 5.0 |
| Services | 7.0 | 5.0 |
| Participation | 4.0 | 2.0 |
| Support | 5.0 | 4.0 |
| | <u> </u> | <u> </u> |
| The average FTE during the year was 21.4 (2019 21.0) | 29.0 | 21.0 |
| | <u> </u> | <u> </u> |

Notes to the financial statements

For the year ended 31 March 2020

9 Related party transactions

There are no related party transactions to disclose for 2020 see below for 2019.

Aggregate donations from related parties were £Nil (2019: £9,177).

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

| | Freehold property £'000 | Computer equipment £'000 | Total £'000 |
|--------------------------|-------------------------------|--------------------------------|----------------|
| Cost or valuation | | | |
| At the start of the year | 382 | 290 | 672 |
| Additions in year | | 43 | 43 |
| Disposals in year | (297) | - | (297) |
| At the end of the year | 85 | 333 | 418 |
| Depreciation | | | |
| At the start of the year | - | 267 | 267 |
| Charge for the year | - | 6 | 6 |
| At the end of the year | - | 273 | 273 |
| Net book value | | | |
| At the end of the year | 85 | 60 | 145 |
| At the start of the year | 382 | 23 | 405 |

All of the other assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2020

12 Listed investments

| | 2020 £'000 | 2019 £'000 |
|--|---------------|---------------|
| Fair value at the start of the year | 19,131 | 18,453 |
| Additions at cost | 1,516 | 2,214 |
| Disposal proceeds | (1,615) | (2,106) |
| Net gain / (loss) on change in fair value | (1,788) | 737 |
| | <u>17,244</u> | <u>19,298</u> |
| Net movement in cash held by investment managers | (218) | (167) |
| Fair value at the end of the year | <u>17,026</u> | <u>19,131</u> |
| Historic cost at the end of the year | <u>13,062</u> | <u>13,082</u> |
| Investments comprise: | | |
| | 2020 £'000 | 2019 £'000 |
| Fixed Interest investments | | |
| British Government investments | 1,129 | 961 |
| Other UK Fixed interest investments | 1,835 | 1,884 |
| Overseas Fixed Interest | 603 | 201 |
| Shares listed on the London Stock Exchange | 6,926 | 9,071 |
| Overseas listed investments | 3,403 | 3,581 |
| Other | 2,215 | 2,340 |
| Cash | 916 | 1,093 |
| | <u>17,027</u> | <u>19,131</u> |

The charity does not hold a revaluation reserve for investments. All unrealised investment gains and losses are applied to the originating funds either endowed or restricted. If the charity held a revaluation reserve it's estimated current value would be £4.0M.

Notes to the financial statements

For the year ended 31 March 2020

13 Application of total return to permanent endowment funds

The trustees decided to adopt a policy of total return accounting for the permanent endowed funds as from 1 April 2015. This means that you recognise what the original capital gift was (the trust for investment) and this must be held indefinitely. The gains and losses and income that arise on this investment form the “unapplied total return”, which the trustees have the power to release and spend.

They agreed to spend 3% annually, to be funded first from the income and any required balance by way of withdrawals from capital. This target would be reviewed annually by way of a ‘smoothing formula’ over rolling 5 year periods to ensure that this withdrawal target remains sustainable. This year, however, an additional 5% was released from the fund to general reserves for planned expenditure in 2020/21. We will revert to the 3% annual spend in the next financial year.

The preserved value of the permanent endowment fund represents its fair value as at 31 March 2012.

| | Trust for Investment | Unapplied Total Return | Total Endowment £'000 |
|--|-------------------------|---------------------------|-----------------------------|
| At beginning of reporting period | | | £'000 |
| Gift component of Permanent Endowment | 6,104 | – | 6,104 |
| Unapplied total return | – | 2,157 | 2,157 |
| | <hr/> | <hr/> | <hr/> |
| Total | 6,104 | 2,157 | 8,261 |
| Investment return dividends and interest | – | 241 | 241 |
| Investment return realised and unrealised losses | – | (747) | (747) |
| Less investment management costs | – | (29) | (29) |
| | <hr/> | <hr/> | <hr/> |
| Total | 6,104 | 1,622 | 7,726 |
| Unapplied total return applied as income in the reporting period | – | (571) | (571) |
| | <hr/> | <hr/> | <hr/> |
| Net movement in the period | 6,104 | 1,051 | 7,155 |
| | <hr/> <hr/> | <hr/> <hr/> | <hr/> <hr/> |

14 Debtors

| | 2020 £'000 | 2019 £'000 |
|----------------|---------------|---------------|
| Trade debtors | 2 | 9 |
| Other debtors | 19 | 19 |
| Prepayments | 46 | 51 |
| Accrued income | 121 | 126 |
| | <hr/> | <hr/> |
| | 188 | 205 |
| | <hr/> <hr/> | <hr/> <hr/> |

15 Creditors: amounts falling due within one year

| | 2020 £'000 | 2019 £'000 |
|------------------------------|---------------|---------------|
| Trade creditors | 26 | 64 |
| Taxation and social security | 36 | 26 |
| Other creditors | 20 | 18 |
| Accruals | 15 | 24 |
| | <hr/> | <hr/> |
| | 97 | 132 |
| | <hr/> <hr/> | <hr/> <hr/> |

Notes to the financial statements

For the year ended 31 March 2020

16 Pension scheme

The Charity participates in a defined contribution scheme managed by Scottish Widows and employer's contributions are recognised in the SOFA as they fall due.

17a Analysis of net assets between funds (current year)

| | General unrestricted £'000 | Designated £'000 | Restricted £'000 | Endowment £'000 | Total funds £'000 |
|--|----------------------------------|---------------------|---------------------|--------------------|----------------------|
| Tangible fixed assets | 60 | 86 | - | - | 145 |
| Investments | 1,195 | 1,200 | 1,158 | 13,473 | 17,026 |
| Net current assets | 34 | - | 249 | - | 283 |
| Long term liabilities | - | - | - | - | - |
| Net assets at the end of the year | 1,289 | 1,285 | 1,407 | 13,473 | 17,454 |

17b Analysis of net assets between funds (prior year)

| | General £'000 | Designated £'000 | Restricted £'000 | Endowment £'000 | Total funds £'000 |
|--|------------------|---------------------|---------------------|--------------------|----------------------|
| Tangible fixed assets | 107 | 298 | - | - | 405 |
| Investments | 1,035 | 1,397 | 1,465 | 15,234 | 19,131 |
| Net current assets | (69) | - | 315 | - | 246 |
| Long term liabilities | - | - | - | - | - |
| Net assets at the end of the year | 1,073 | 1,695 | 1,780 | 15,234 | 19,782 |

Notes to the financial statements

For the year ended 31 March 2020

18a Movements in funds (current year)

| | At the start of the year £'000 | Income £'000 | Expenditure £'000 | Transfers £'000 | Gains & Losses | At the end of the year £'000 |
|----------------------------------|--------------------------------------|-----------------|----------------------|--------------------|-------------------|------------------------------------|
| Endowments | | | | | | |
| Permanent endowments | | | | | | |
| Greater London and Home Counties | 7,810 | 228 | (27) | (540) | (706) | 6,765 |
| Central | 246 | 7 | (1) | (17) | (22) | 213 |
| Welsh | 205 | 6 | (1) | (14) | (19) | 178 |
| Total permanent endowments | 8,261 | 241 | (29) | (571) | (747) | 7,155 |
| Expendable endowments | 6,973 | - | (25) | - | (630) | 6,318 |
| Total endowments | 15,234 | 241 | (54) | (571) | (1,377) | 13,473 |
| Restricted funds: | | | | | | |
| Greater London and Home Counties | 1,239 | 36 | (239) | - | (112) | 924 |
| National | 194 | 6 | (38) | - | (18) | 145 |
| The Blagrave Trust | 32 | 45 | (44) | - | - | 33 |
| Other Funds | 315 | 425 | (404) | - | (31) | 305 |
| Total restricted funds | 1,780 | 512 | (724) | - | (161) | 1,407 |
| Unrestricted funds: | | | | | | |
| Designated funds: | | | | | | |
| Fixed Asset Fund | 67 | - | - | - | - | 67 |
| Property Revaluation Reserve | 231 | - | - | (213) | - | 18 |
| Other designated funds | 1,397 | - | (197) | - | - | 1,200 |
| Total designated funds | 1,695 | - | (197) | (213) | - | 1,285 |
| General funds | 1,073 | 687 | (1,005) | 784 | (250) | 1,289 |
| Total unrestricted funds | 2,768 | 687 | (1,202) | 571 | (250) | 2,574 |
| Total funds | 19,782 | 1,440 | (1,980) | - | (1,788) | 17,454 |

Notes to the financial statements

For the year ended 31 March 2020

18b Movements in funds (prior year)

| | At the start of the year £'000 | Income £'000 | Expenditure £'000 | Transfers £'000 | Gains & Losses | At the end of the year £'000 |
|----------------------------------|--------------------------------------|-----------------|----------------------|--------------------|-------------------|------------------------------------|
| Endowments | | | | | | |
| Permanent endowments | | | | | | |
| Greater London and Home Counties | 7,551 | 219 | (25) | (219) | 284 | 7,810 |
| Central | 238 | 7 | (1) | (7) | 9 | 246 |
| Welsh | 199 | 6 | (1) | (6) | 7 | 205 |
| Total permanent endowments | 7,988 | 232 | (27) | (232) | 300 | 8,261 |
| Expendable endowments | 6,742 | - | (23) | - | 254 | 6,973 |
| Total endowments | 14,730 | 232 | (50) | (232) | 554 | 15,234 |
| Restricted funds: | | | | | | |
| Greater London and Home Counties | 1,166 | 34 | (5) | - | 44 | 1,239 |
| National | 183 | 5 | (1) | - | 7 | 194 |
| The Blagrave Trust | 33 | 45 | (46) | - | - | 32 |
| Other Funds | 291 | 340 | (317) | (11) | 12 | 315 |
| Total restricted funds | 1,673 | 424 | (369) | (11) | 63 | 1,780 |
| Unrestricted funds: | | | | | | |
| Designated funds: | | | | | | |
| Fixed Asset Fund | 156 | - | - | (89) | - | 67 |
| Property Revaluation Reserve | 624 | - | - | (393) | - | 231 |
| Other designated funds | 1,397 | - | - | - | - | 1,397 |
| Total designated funds | 2,177 | - | - | (482) | - | 1,695 |
| General funds | 1,020 | 664 | (1,357) | 725 | 21 | 1,073 |
| Total unrestricted funds | 3,197 | 664 | (1,357) | 243 | 21 | 2,768 |
| Total funds | 19,600 | 1,320 | (1,776) | - | 638 | 19,782 |

Purposes of restricted funds

All permanent endowments and all restricted funds with geographical limitations were created by a cy-pres scheme approved by the Charity Commission in January 2000. The restricted funds are used to support our work with young women and girls through local projects in the relevant geographical area.

The grant from the Blagrave Trust received in 2018-2019 is the second installment of a 3 year grant to support our Policy, Campaigning and Research work into 'making work pay for young women'.

Other funds

These are small restricted reserves carried forward from previous years to be spent on specific projects or in specific geographical areas.

Purposes of designated funds

Fixed asset fund – this designated fund includes the capital we have tied up in fixed assets that are not part of the regional restricted trusts.

Property revaluation reserve – this designated fund relates to the unrealised revaluation gains on freehold properties. It represents the difference in valuation and historic cost and being unrealised is not available for general use. When properties are sold an amount equal to the unrealised gains on the sold property is released into general funds.

Other designated funds – in 2017-2018 the Board agreed to fund some growth in activities over the next 3 years. They previously designated £1.6M for this purpose. The designated currently stands at £1.4M and this will fund a deficit budget over the next 3 years.

Notes to the financial statements

For the year ended 31 March 2020

19 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

| | Property | |
|--------------------|------------|------------|
| | 2020 | 2019 |
| | £'000 | £'000 |
| Less than one year | 75 | 75 |
| One to five years | 144 | 219 |
| | <u>219</u> | <u>294</u> |

20 Operating lease commitments receivable as a lessor

The charity's total future minimum lease receipts under non-cancellable operating leases is as follows for each of the following periods

| | Property | |
|--------------------|-----------|-----------|
| | 2020 | 2019 |
| | £'000 | £'000 |
| Less than one year | 19 | 19 |
| One to five years | 20 | 39 |
| | <u>39</u> | <u>58</u> |

21 Capital commitments

At the balance sheet date, the charity had committed to £nil (2019: £nil).

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.