

ANNUAL REPORT 2019/20
Youth Community Support Agency
(A Company Limited by Guarantee)
Report and Financial Statements
For the year ended 31st March 2020



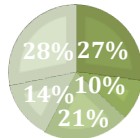
Empowering Black and Minority Ethnic Young

Brett Nicholls Associates
63 Ruthven Lane
Glasgow
G12 9BG

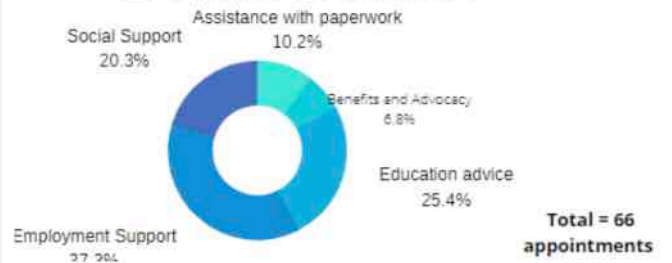
OUR YEAR IN NUMBERS!

PRIMARY REASON FOR ENGAGING WITH YCSA- 514 SERVICE USERS

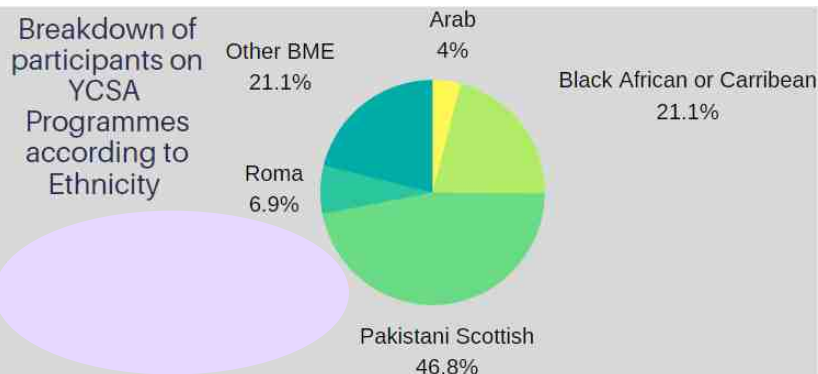
■ Ctrl Alt Del ■ Counselling ■ YYFP ■ Ebara ■ Streetwork



Advice & Support at YCSA (Ages 16+)



Developing Skills for Employment



Testimonials from Service-Users

"YCSA counselling has been very beneficial to me as it's helped me with my mental health and allowed me to get out of habits of over-thinking and highlighted the areas of improvement in my lifestyle regarding self-care. I have a greater understanding of learning from the past and implementing the lessons learned to the present and the future. Prioritisation is also an attribute my sessions have highlighted and it's shown me that I have many reasons to continue my counselling sessions and further improve my progress as much improvement is still required and this is key to my mental health. I am very grateful to have my counsellor and I look forward to our sessions." (Young person, client on Counselling Project)

"My son is more confident and able to socialise" (Parent of young person that attended YYFP project)

"It helped me become more respectful to others, build up on my confidence and talk to people", (Young Person, YYFP Summer Programme)

"it has gave me a safe space to chill out with friends, something to do in free time, I am meeting new people, socially I get to meet new friends" (Young person, Pollokshields Youth Club)

"it was good and fun" (Young person from ESOL beginners group)

"everything cool, specially the teachers" (Young Person from ESOL Intermediate group)

"Volunteering at YCSA has helped me to see what I want to do with my life, and helped me to reconnect to my love of teaching" (Volunteer on ESOL programme).

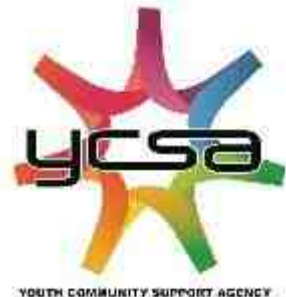
Youth Community Support Agency

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**Youth Community Support Agency
Reference and Administrative Details
for the Year Ended 31 March 2020**

TRUSTEES	Anwari Din (Chair) Shehla S. Ihsan (Company Secretary to 1 st May 2019, Vice Chair from 1 st May 2019) Fatawu Yahaya (appointed 1st May 2019. Treasurer from 1st May 2019) Zarina Ahmad (Company Secretary from 1st May 2019) Ahad Aslam (resigned 1st May 2019) Michele O'Brien (resigned 30 May 2019) Mahrukh Shaukat (appointed 3rd September 2019)
MANAGER	Fariha Thomas
REGISTERED OFFICE	48 Darnley Street Glasgow G41 2SE
REGISTERED COMPANY NUMBER	SC313463 (Scotland)
REGISTERED CHARITY NUMBER	SC026233
INDEPENDENT EXAMINER	Brett Nicholls Associates 63 Ruthven Lane Glasgow G12 9BG
BANKERS	Bank of Scotland Bridgewater Shopping Centre Erskine PA8 7AA



Empowering Black and Minority Ethnic Young People

The Trustees present their annual report and financial statements of the charity for the year ended 31 March 2020

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The legal and administrative information on pages one and two form part of this report.

Directors and Trustees

The directors of the charitable company (the charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

No Trustee holds the title to property belonging to the charity.

OBJECTIVES AND ACTIVITIES

BACKGROUND

YCSA was founded in 1993 and has been working continuously with young people and their families from Black and Minority Ethnic (BME) backgrounds since then. YCSA obtained charitable status in 1997. It became a Company Limited by Guarantee in 2006.

PURPOSE AND AIMS

The Company's objects are to promote any charitable purpose for the benefit of young Black and Minority Ethnic (BME) people aged between the ages of ten to twenty five, and their family members where relevant, in particular:

- the advancement of citizenship and community development,
- the promotion of religious and racial harmony,
- the promotion of equality and diversity,
- the advancement of education,
- the relief of poverty and distress,
- the furtherance of health
- the provision, or assistance in the provision, of facilities of recreation or other leisure-time occupation in the interests of social welfare with the object of improving the conditions of life of the aforementioned persons.



And in furtherance thereof to:

- Empower BME young people, particularly young women and girls to meet their needs and to be able to confidently make informed choices,
- Provide BME young people access to culturally sensitive environments and services,
- Provide counselling advice for young BME people through a 'single door' system in all social issues which affect their wellbeing,
- Facilitate use of networks, which incorporate referral system and partnership approaches with statutory bodies such as Education and Social Work Departments, Housing Agencies, Benefit agencies, Skills Development Scotland, Voluntary organisations and other relevant agencies,

- Organise training that will assist young people from BME communities in improving personal skills, support and confidence building techniques and basic information technology skills. Such training to include improving life chances of employment and creating direct links with Schools, Skills Development Scotland, Job agencies and independent employers,
- Pursue research in areas of extended needs for BME youth, publish outcomes and seek redress,
- Carry out outreach work, and
- Train and facilitate the development of volunteers by networking groups and agencies with a view to sessional employment

During 2018/19 YCSA revised its Business and Strategic plans, in the course of which it created a new strapline:

YCSA – Empowering Black and Minority Ethnic Young People

Vision (what we do)

YCSA is an organisation that challenges discrimination and works to influence policy and practice change in relation to youth. YCSA helps BME young people embrace their potential to become active and valued members of our diverse society, developing the skills and leadership abilities to succeed in life.

Mission (how we do it)

YCSA works to overcome the barriers that hold BME young people back and provides a range of social, educational and therapeutic services to support and empower young people

Values

- respect
- dignity
- equality
- anti-discriminatory practice
- diversity
- openness
- inclusivity

STRUCTURE, GOVERNANCE AND MANAGEMENT



The organisation was registered as a Charity in July 1997 and incorporated as a Company Limited by Guarantee, governed by its Memorandum and Articles of Association, on the 14th December 2006.

The overall control of the organisation lies with the Board of Directors who have the power to decide on all matters concerning Youth Community Support Agency, subject to the Memorandum and Articles, and policy made at the AGM. The YCSA Board meet on a 6 weekly basis and are responsible for the strategic direction and policy of the charity. At present there are 5 Directors from a variety of professional backgrounds relevant to the work of the charity.

YCSA also has an advisory Youth Panel comprised of current and former service users who help ensure staff and Board are aware of current issues impacting on young BME people and who also take a role in promoting YCSA and leading projects.

A scheme of delegation is in place with the YCSA Manager having overall responsibility for the operational management of the organisation. The Manager reports directly to the Board, and is line managed by the Chairperson.

The day- to-day responsibility for the provision of the services rests with the YCSA Manager. The Manager is responsible for ensuring that the charity delivers the services specified and that the key performance indicators are met; and is also responsible for supervising staff. During the first half of 2019/20 the Programme Lead for the Ctrl, Alt, Delete services managed staff within that project. From January 2020 streetwork staff were managed by the Streetwork Programme Lead. All staff have clear job remits and designated levels of responsibility and receive monthly support and supervision to ensure staff are supported in providing quality services. Development workers manage their own projects, project staff and volunteers, the latter with the support of the Volunteer Manager.

Key Management Remuneration

In the opinion of the trustees there is one member of key management personnel, the Manager. The total cost to the employer paid for this post including national insurance and employer pension contributions in 2019/20 was £36,800.

RECRUITMENT AND APPOINTMENT OF BOARD MEMBERS

The Directors of the Company are also Charity Trustees for the purposes of charity law and under the Company's Articles are known as the Board of Directors. Under the requirements of the Memorandum and Articles of Association the members of the Board are elected to serve for a period of three years after which they must be re-elected at the next Annual General Meeting. The minimum number of Directors is 3, and the Board has the power to co-opt additional members with full voting rights to serve until the next Annual General Meeting.

All Board members give their time voluntarily and received no benefits from the charity. The Board of Directors seeks to ensure that Board members have skills that are relevant to overseeing the Company and ascertaining the strategic direction for the services provided to the young people and their families.

DIRECTOR INDUCTION AND TRAINING

New Board members receive induction to ensure they are both familiar with the services and policies of YCSA and of their responsibilities as Charity Trustees/Directors. The Directors are taken through the following documentation when they take up a place on the Board of Directors:-

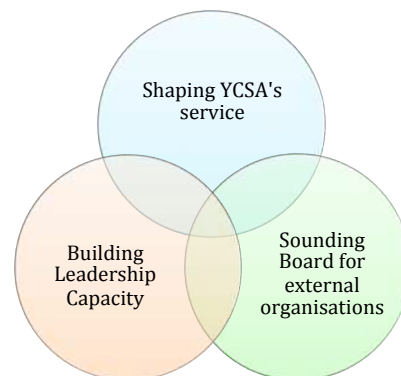
- Previous Annual Report
- List of staff positions and duties with staffing structure diagram
- Staff handbook
- YCSA Board Remit and Code of Conduct
- OSCR guidance on the roles and responsibilities of charity trustees plus other information on the roles of Board members
- The main documents which set out the operational framework for the charity including the Memorandum and Articles.
- Resourcing and the current financial position as set out in the latest published accounts.
- Future Plans and objectives

The Board of Directors undertakes training needs and skills analysis, with a training plan devised from this.

YOUTH PANEL

YCSA Youth Panel is made up of service users and exists to provide advice to YCSA at strategic and operational levels, to help promote YCSA, as well as acting as a sounding board for other organisations. Participation in the Youth Panel also helps young people develop leadership skills and Panel members were registered for Community Achievement Awards at Kelvin College linked with leadership training. Membership largely changed in autumn 2019 as many members moved on in their lives and new members came on to the Youth Panel. Highlights of activity include: Members made a film as part of a Comic Relief funding application, attended a youth leadership event in Edinburgh, were consulted by Glasgow Museums and provided marketing advice to YCSA.

The Work of the Youth Panel



THE FOCUS OF OUR WORK

With over 25 years' experience, the organisation has a wealth of expertise in working with young people especially those from Black and Minority Ethnic (BME) communities in Glasgow. The organisation provides a range of services to young people, with an emphasis on work with those living in poverty and deprivation, those who have difficult family circumstances or other vulnerabilities, and those who are involved in, or are on the fringes of behaving anti-socially or offending. The work also provides support to parents/carers of young people as part of a holistic approach to meeting the needs of BME young people.

YCSA also has a role in influencing policy and mainstream service provision to ensure that BME young people's needs are met. To this end we work in partnership with a range of agencies including schools and employability agencies, engage in a range of networks, and contribute to policy consultations.

Services delivered during 2019/20 include: Counselling Services; Family Support; Control Alt Delete: Reboot Your Life (skills and confidence development, employability including Literacy/Numeracy/ ESOL, creative programmes and women only sessions); Ebara: Inspiring Identity, Prison Through Care Work; Streetwork in Govanhill and Pollokshields; a summer programme for BME young people aged 11-18, homework club and locality based youthwork with that age group in Pollokshields and Govanhill, Volunteering by BME young people and those interested in working with them.

In the past year YCSA has provided direct services to over 514 young people with additional support to families and impacted on wider service provision in supporting awareness of the needs of the range of BME groups in Scotland and the importance of culture and diversity aware service provision.

YCSA delivers the majority of our programmes from our base in Pollokshields, whilst also delivering some programmes in schools. We also hire/borrow other community venues where required for particular activities.

Our intensive model of support with 1:1 support to service users, many of whom also benefit from a range of other YCSA services, means that we are focussing on providing a quality service to the most vulnerable rather than on maximising numbers. Over the past year however we have been providing a range of new services including a summer holiday programme and “youth club” provision, aimed at secondary school aged young people, a campaigning group – Speak Out Against Racism (SOAR), homework club provision for secondary school aged young people. These more preventative services do not always include the structured 1:1 support, although this is always offered.

The work of Youth Community Support Agency is regularly reviewed, with regular statistical monitoring of a range of variables relating to service user origin and need, and an annual review of targets and effectiveness. This process is used to identify unmet needs and monitor continued requirements for existing services.

YCSA utilises a database software package, Upshot, designed for the Voluntary Sector to help with monitoring of data and outputs across funding streams. During 2019/20 we renewed our website www.ycsa.org.uk and developed our social media and marketing strategies.

YCSA has continued to review and update policies, including a review of the staff handbook in January 2020.

ENSURING OUR WORK DELIVERS OUR AIMS

YCSA services are provided through structured programmes and individual support plans that are designed taking young people’s experiences and feedback into account. The services are tailored to individual needs and are sensitive to differences in young people’s culture and religion. Through the provision of numerous services, the organisation has gained a good understanding of structures, norms, and levels of cohesion among families. With this knowledge, we are able to make the appropriate needs analyses for the young people and also able to assess the knowledge, attitude, and practices within families so as to provide the required level of support.

We carry out surveys with young people including via street outreach, and our Youth Panel feeds in views to ensure service development is in line with the needs and interests of young people.

We use a range of methods to evaluate our work including a GIRFEC SHANARRI based Lifemap tool that helps measure change and progress for the individual young person. Other tools used including encouraging young people to photograph, film, draw, audio record, or whatever method is easiest for them to use to provide feedback. Where appropriate we seek feedback from referral partners on changes observed.



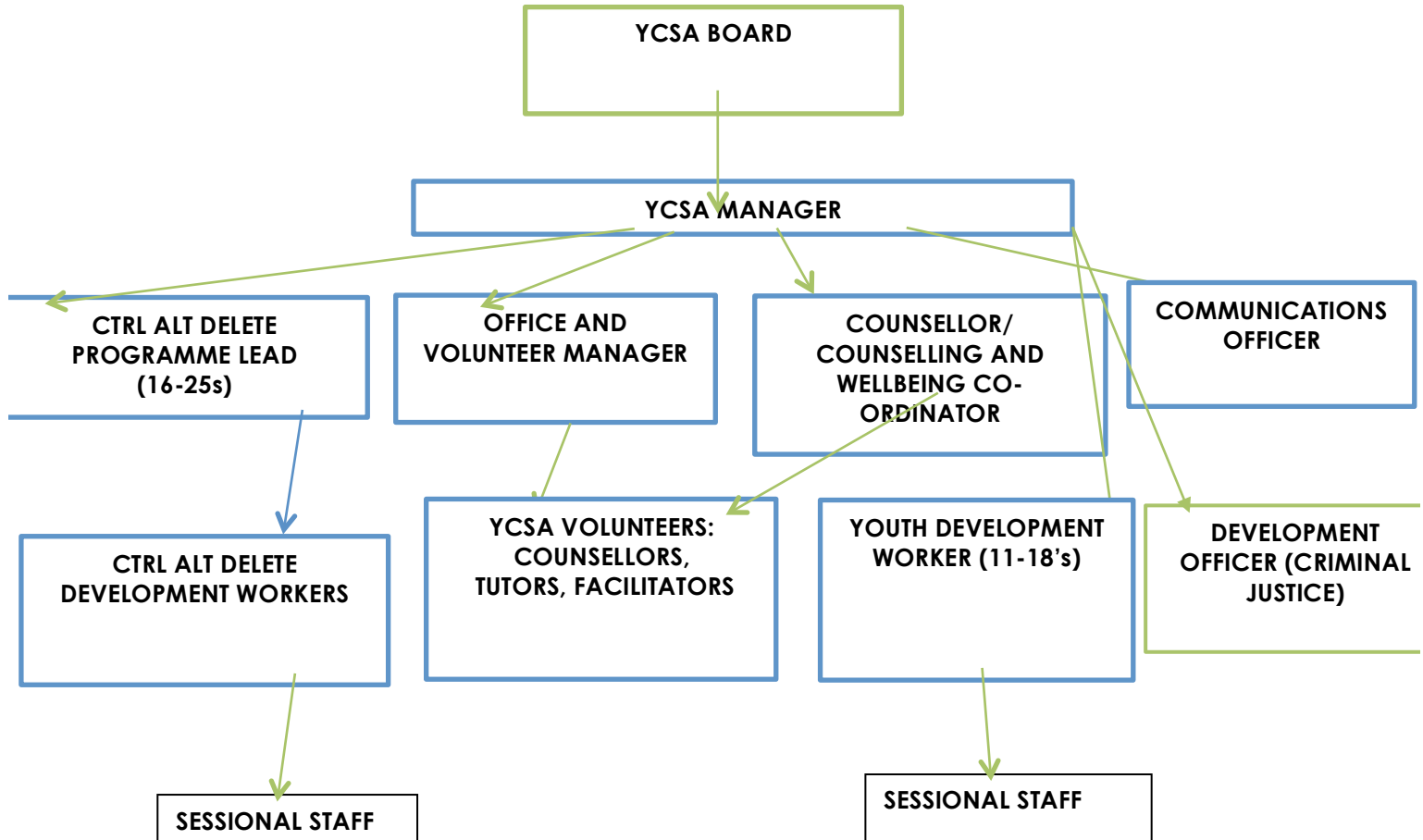
STAFFING

During 2019/20, the organisation's staffing levels averaged 4 full time and 5 part time posts with some variation over the year. The establishment currently stands at 5 full time and 5 part time staff. Sessional staff have also been employed during the year to bring specific expertise and this will continue in 2020/21. Over the year 33 volunteers have assisted with delivery of services. Volunteers include young people co-facilitating work with their peers, ESOL tutors, counsellors, and other support and development roles. We have also hosted 4 University placements for students studying Community Development (2 BME), and an internship for a Robertson Scholar, all of whom who have helped with service delivery during their placements.

Regular monthly staff meetings take place as well as team training at YCSA on agreed topics for staff and volunteers, delivered by both YCSA staff and external trainers. These combined with monthly support and supervision for all staff, ensure good communication within the team and positive team morale. During the year, three sets of Child Protection training took place to ensure all staff and volunteers are up to date on all aspects of safeguarding and child protection. In addition staff and volunteers have access to external training as appropriate.

YCSA has a relatively flat staffing structure, with an overall Manager funded by Glasgow City Council Integrated Grants Fund (IGF) with contributions from other funders toward staff management, and an Office & Volunteer Manager funded by IGF, being the only staff whose remit is not solely project specific. The Scottish Government People & Communities Fund (PCF) (to end September 2019) and IGF funded Ctrl,Alt,Delete Programme (16-25 age group) had a Programme Lead who managed that programme whilst also having a hands on development role.

YCSA Organisational Chart 2019

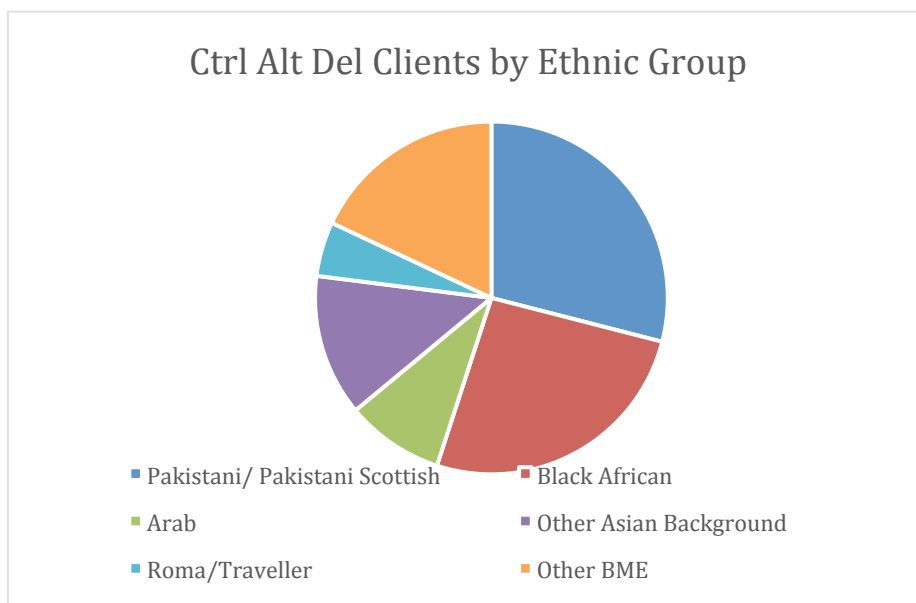


THE WORK OF YCSA

CTRL, ALT, DELETE - REBOOT YOUR LIFE – work with young people aged 16-25, primarily NEET or with other vulnerabilities

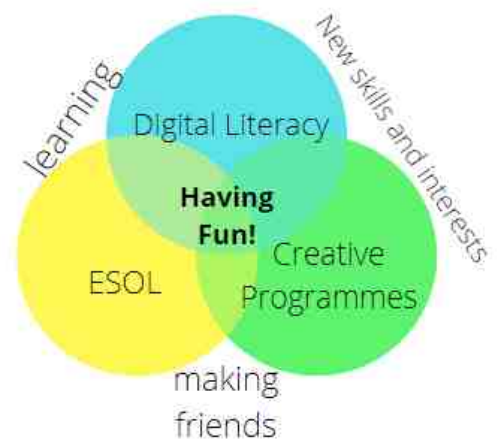
Funded primarily through the Scottish Government People & Communities Fund (PCF) (to September 2019) and Glasgow City Council Integrated Grants Fund (IGF), YCSA's 'Ctrl, Alt, Delete' is a developmental programme, empowering young people to take control of their lives, identify barriers and areas of need, and find alternatives in order to become confident individuals, successful learners and responsible citizens. Support is focussed on young people from Black and Minority Ethnic backgrounds (BME) and is based around increasing engagement in employment, education and social contexts. Ctrl, Alt, Delete worked with the 16-25 age range.

YCSA obtained further match funding from Cashback for Communities Youth Work fund for our Film Club; a private sector donor for integration work including rolling out the SOAR project; and Glasgow South Youthbank (football venue hire and ESOL outings around the city), to pay for part-time project workers and/or resources to support the work of the team and deliver programme objectives.



Individual progression plans are developed with each client, with regular review to identify areas of need. Support is offered in 1:1 sessions to follow up on progress made, and to ensure appropriate goals are set and progresses. A range of group activities are developed to meet the needs of service users, which while being enjoyable, help young people to develop a range of practical skills such as computing, employability skills; creative skills such as music, film making; and which helps develop confidence, language, numeracy, literacy and communication skills. All of these are important for their success in moving to positive destinations such as continuing education or work; and helps overcome social isolation. Young people are also invited to take up other YCSA support services as required, such as counselling.

CAD worked in partnership with a broad range of agencies, both to co-deliver programmes e.g. Glasgow Life, Skills Development Scotland, and for referrals to and from YCSA. We partnered with Glasgow Kelvin College to offer accreditation to young people who take part in YCSA services.



In 2019/20 Ctrl, Alt, Delete:

- Worked with 192 young people
- Conducted 78 individual one to one support sessions across 43 young people.
- Supported 62 young people to access or sustain education, further education or employment opportunities
- Supported 4 young people to take up a volunteering role
- Supported 46 young people to take up a new activity
- Supported 27 young people through activity based beginners ESOL class over 2 programmes and 1:1 help, with an additional 13 via intermediate ESOL
- Ran 2 ICT programmes with Glasgow Life to help young people with computer skills
- Ran 3 Employability Programmes – “Confidence when there’s nothing else” using drama and exploring communication, body language and personality types, 6 weeks, 10 participants; 2 x 4 week “ Career Kickstart” with Skills Development Scotland working with 21 young people linking them with Modern Apprenticeships and using drama based techniques to help develop employability skills

**Youth Community Support Agency
Report of the Trustees
for the Year Ended 31 March 2020**

- Ran 6 Activity / Creative Programmes – including “Film Club” which watched and made films (25 participants over the year) , BBC Social workshop (13 participants) ,Youth Music Programme (YMI) recording and performances in spring 2019 (8 young women), 2 “Totally Sound” digital audio programmes (1x 8 weeks, 1x 4 weeks reaching 14 young people); Football and wellbeing Spring 2019 (10 sessions, 13 participants)
- Youth Panel Training programme in spring 2019 and winter 2019/20
- Worked in 3 schools to run 4 Programmes (1 with Springburn (Totally Sound), 2 at Notre Dame (SOAR & Overload), 1 at Holyrood (Young Roma, 10 participants) to provide skill building and youth development projects to 41 students. The Speak Out Against Racism (SOAR) project was developed by 2 young people (young BME volunteers) with the youth development worker and delivered to 9 young people

ESOL class on Youthbank funded tour of Glasgow March 2020



THE COUNSELLING AND FAMILY SUPPORT SERVICE - BME young people aged 11-24 and parents/carers of this client group

YCSA's Counselling and Family Support Service is funded by the Glasgow City Council/Community Planning Partnership IGF fund.

YCSA aims to provide holistic support to the children and young people we work with, and therefore in addition to providing support services to young people we work with their parents/carers where this will provide a positive impact on the young person. A major strand of the work that we do is ensuring that young people and their families have access to support that takes account of practical and therapeutic needs. In particular, we have identified that parents who may come to YCSA for support with their children may also require counselling support themselves, but also essential support with dealing with statutory bodies. This approach ensures that our service users' positive experiences of YCSA are reinforced in the home, which is crucial to ensuring that young people can progress using the tools they have learned during their counselling sessions. This service works closely with other strands of YCSA work, receiving referrals for Counselling or family support where development workers identify a need through their involvement with young people. Counselling and family referrals also come via schools, from a range of other agencies and we accept self - referrals and referrals from family members.

The funding also provides for volunteer recruitment, training and support, to enable us to run the services, and an element of the administration work and management of the organisation which both ensures the smooth running of the project and enables us to draw in other funding to further take forward work to meet the needs of young people. It also enables YCSA to share its knowledge and experience and that of the young people with a range of partners and feed into consultations at local and national level.



The funding also supports YCSA being a Third Party Reporting Centre for Hate Crime.

YCSA works closely with a number of schools: Springburn, Shawlands, Bellahouston, Holyrood, Kings Park and Notre Dame Academies, linking primarily with Pastoral Care teams within the schools in relation to Counselling, group work and referrals as well as providing opportunities to discuss faith and cultural needs, supports for parents and the ways YCSA can support the school with regard to these.

Counselling

The YCSA Counselling Service is provided by the part-time Counsellor along with a team of Volunteer Counsellors. Our Counselling Service is offered to BME young people aged 12 - 24. During 2019/20 Counselling for young people took place in 6 schools (Bellahouston, Shawlands, Holyrood, Kings Park, Notre Dame and Springburn Academies) and also the YCSA offices with a total of 69 young people receiving support. Referrals for school counselling came from schools whereas for community based support this was internal referral, self-referral or referral by a parent/carer.

Counselling was provided to 7 parents, from the YCSA offices

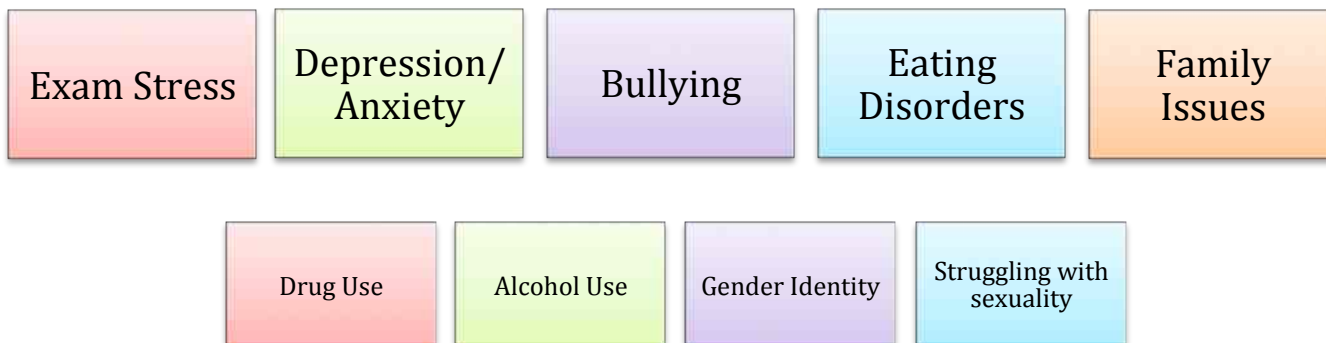
Parents/carers of some of the school children counselled were referred for counselling by teachers, while others self-referred.

Young people/parents have benefitted from this service as they are able to speak to a BME counsellor or someone experienced in working with BME people, who can understand their issues, sometimes in their mother tongue.

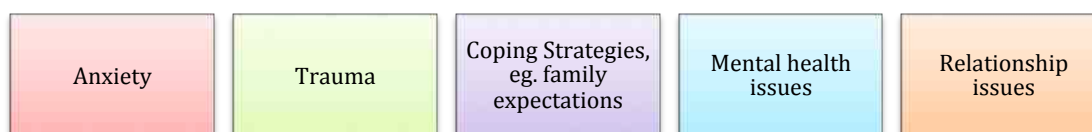
Between them, our Counselling volunteers are trained in CBT, Person Centred and Integrative Counselling. CBT is a structured, goal orientated approach which tackles thoughts, behaviours and feelings and is evidenced to improve anxiety and depression.



The issues for which **young people** were referred to YCSA:



Identified for **parents** are primarily:



Improvements are reported using the 'OM Clinical Outcome Routine Evaluation' (CORE 34) and Young Person's CORE (YP CORE 10). These record shifts in mood, relationships with others, functioning and help highlight areas for change. We also use the General Anxiety Disorder (GAD) Scale with adults. Clients are assessed using these measures in the beginning, during and end of therapy and typically report significant improvements in outcomes.

Groupwork with young people

2 programmes were run with secondary schools, 1 in conjunction with the IGF funded Literacy and Numeracy Support project at Notre Dame, providing mental health inputs into the programme; and 1 with young Roma pupils at Holyrood in partnership with Glasgow Life libraries using drama and spoken word.

Parental Support

In 2019/20 YCSA supported 7 parents through Counselling, 12 parents with 1:1 advice and signposting to external agencies for help with relationships, finance, housing and employability advice. Levels of support varied according to need, but some parents had ongoing issues which have required considerable support throughout the year using a range of inputs and strategies.



A total of 8 women were supported via a self run group offering yoga to promote physical wellbeing and create community support. 2 parents also joined computer classes at YCSA to improve their skills.

YCSA also ran an outreach parental workshop programme to promote health and wellbeing.

International Women's Day

An International Women's Day event for young women and female parents/carers was held in March 2019 attended by 18 women. Numbers were significantly impacted by growing fears around Coronavirus-19 - this was the last public event run by YCSA as the threat grew.

Nonetheless the event helped to promote YCSA to a wider

range of women in the Pollokshields area and gauged interest in a women's group. Participants really enjoyed the relaxing, creative and pampering sessions with many asking "when are you doing it again".



Picture to right: soapmaking at YCSA's 2020 International Women's Day

The Volunteering Service

Volunteering is core to the work of YCSA, enabling the Agency to support many more young people than they would otherwise be able to help. The Volunteering Service is coordinated by the Office and Volunteer Manager. Volunteers are recruited via application, interview and reference, and if successful undertake an induction programme. All volunteers working with young people/vulnerable adults are required to join the PVG scheme in order that they are able to work with children and protected adults unsupervised, and to undertake child/ vulnerable adult protection training. Volunteers receive regular supervision. Counsellors arrange their own professional external 1:1 supervision and in addition YCSA offers group supervision and 1:1 meetings facilitated by the YCSA Counsellor who coordinates the service.

Young people as they develop in skills/confidence are encouraged to co-facilitate groups to develop their skills which helps develop soft employability skills. A further role that BME young people may take advantage of is to progress to YCSA's Youth Panel.

Over the course of 2019/20
33 volunteers were
supported to undertake a
range of roles:



All volunteers are supported to identify areas of personal and career development, and offered opportunities to undertake additional roles which may be of interest to them. YCSA has also invested in its cohort of volunteers by ensuring that volunteers attend training, either externally or in house. YCSA works closely with partner organisations such as: AMINA Muslim Women's Resource Centre, the British Red Cross, the Scottish Refugee Council, WSREC and AWAZ FM to encourage members of the BME community to undertake meaningful volunteering opportunities within and outwith YCSA.

Benefits for volunteers

Volunteering helps people with obtaining employment, developing skills, using new skills and an opportunity to contribute to the development of the young people and parents.

It provides opportunities to give to the community. Volunteering provides benefits for volunteers in enabling them to obtain experience

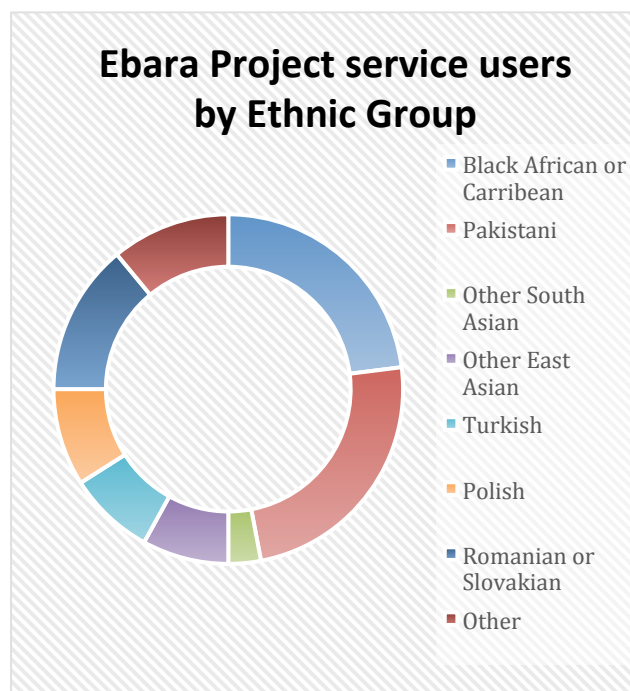
of working with vulnerable BME young people and their parents which will help them work in a faith and culturally appropriate way in their future careers, obtain a reference, gain new skills and confidence, opportunities to meet new people and to share their skills and abilities with others. It provides progression routes for BME young people which help with access to employment and further education. Volunteers have participated in creating positive change in the lives of the vulnerable young people by offering targeted and intensive one to one support, sharing skills and contributing expertise in their field.



YCSA's volunteers are given the opportunity to feed in their experience on their volunteering through support and supervision sessions with the allocated line manager, and through review sessions with the Office and Volunteer Manager. Feedback is also sought at events held to celebrate volunteers at YCSA. Prior to departure volunteers are asked to attend an exit interview.

EBARA - INSPIRING IDENTITY work with BME young offenders at HMP Prison &YOI Polmont (figures cover period January - December 2019)

The Ebara – Inspiring Identity programme, was funded by Comic Relief until December 2019, offering support to young members of the Black and Minority Ethnic (BME) community involved in the criminal justice system and displaying high levels of vulnerability. The delivery of this programme was through 1:1 support and group work activities around relationships and personal development including creative arts within HMYOI Polmont, to empower BME young people to develop the skills, attitudes and resilience required to progress into employment, training and educational opportunities. Throughcare was provided for young people leaving Polmont and support to families to help keep the connection with the young people. In preparation for the potential end of the project considerable time was taken to link young people into other services and to upskill staff and provide resources e.g. around language communication to leave a legacy of the project. Currently YCSA has no funding to run criminal justice services but is looking for funding to develop new work in this much-needed field



Groupwork

6 group work programmes were completed with Black and Minority Ethnic (BME) individuals from 2 different groups within the establishment (the mainstream population, the protected population and young women). There were 54 beneficiaries of Ebara group work in total focusing on 3 main themes including Personal Development, Positive Relationships and Offending Behaviours.

YCSA also co-funded an 8 week programme of Music workshops in partnership with Impact Arts and Barnardos Performing Arts attended by 13 YCSA clients culminating in the production of an album.

YCSA worked closely with the Community Safety Unit (Police Scotland) within Polmont to co-deliver the 2x 2 week daily BME Leadership Programmes that covered topics including 'Organised Crime', 'Rights and Responsibilities' & 'Hate Crime', within the establishment. Partnership work with the CSU also resulted in the continued delivery of 'Hate Crime Awareness' sessions in 2 residential halls in HMP & YOI Polmont.

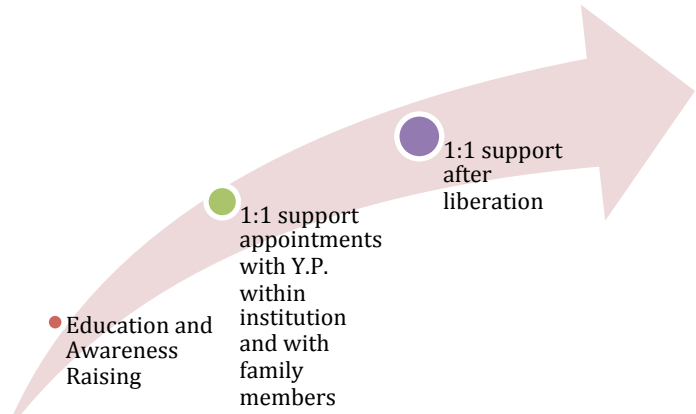
1:1 support

338 support sessions were delivered to a total of 55 beneficiaries. The development worker developed an extensive network of referral channels within Polmont, which further enabled YCSA clients to make the most of the multiple support services available to them within the establishment.

Community

Within the community the Development Worker supported an average of 10 throughcare clients at any one time. The young people that were supported benefitted from referrals to

existing YCSA services within Glasgow, continued 1:1 support with the development worker and accompanied visits to the homelessness service, housing associations, the job centre, colleges, other third sector agencies and many more. The Development worker worked with more family members this funding year and created a YCSA family information pack for BME families affected by imprisonment to explain in simple terms and with useful phone numbers what they can expect and where they can get help– the information from this will remain with SPS for issuing to families in future.



Parental/family support

The Development worker worked with 13 family members this funding year and created a YCSA family information pack for BME families affected by imprisonment to explain in simple terms and with useful phone numbers what they can expect and where they can get help– the information from this will remain with SPS for issuing to families in future. Families of Ebara clients were also able to engage in counselling and parenting groups at YCSA’s main office.

YOUNG YCSA - FUTURE POSSIBILITIES - Youthwork with secondary school aged young people

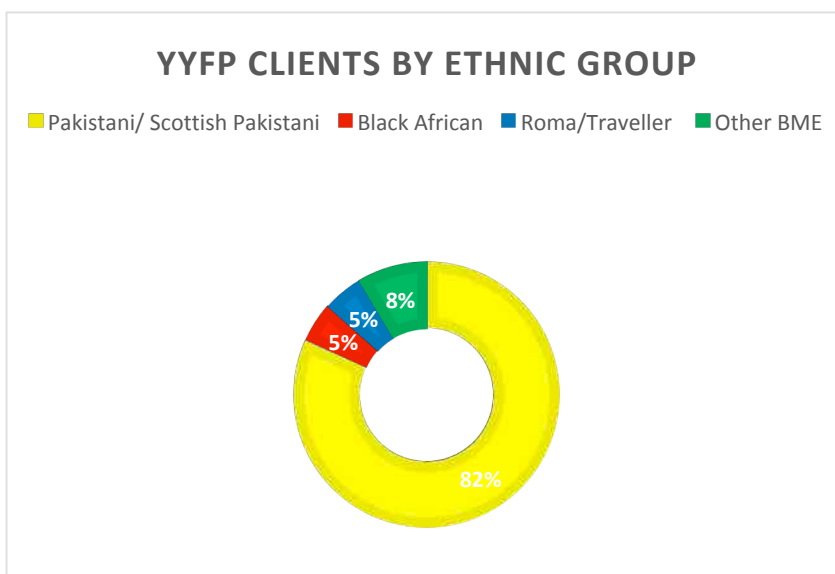
Thanks to BBC Children in Need and the Robertson Trust, with additional funding from Glasgow City Council and South East Integration Network (SEIN),

Picture to right: Young people attending an outdoor activity centre during the popular Summer Programme



YCSA has developed a range of successful projects working with this age group. A total of 147 young people participated in the project. Nearly all the young people live in areas of high deprivation SIMD 1-5, (primarily Govanhill / Pollokshields). We know that many others are living in low income families. 8 young people had additional needs e.g. mental health or autism spectrum.

- 1) Weekly Homework Club - a friendly, sociable space for young people to do/ gain assistance with, homework. Sessions start with simple food around the table. Maths/Physics & English/Modern Studies tutors assist along with YCSA staff and volunteers. Access to computers plus study books and materials. Total registered: 32. Average attendance: 12.
- 2) 4 week Summer Holiday Programme included diverse range of arts & crafts, sports activities and cultural visits and a free healthy lunch. Friday day trips to: V&A Museum Dundee; Edinburgh Zoo; Outdoor Centre; Troon Beach. Total registered: 73. Average attendance: 30.
- 3) 4 day Autumn half term programme included arts & crafts, sports and visits to museum and Scottish Ballet. Total registered: 29. Average attendance: 25.
- 4) Weekly term-time Youth Club for BME young people in Pollokshields - partnership with Glasgow Life and Pollokshields Development Agency. The Youth Club helps keep young people off the Street and engaged in a range of positive activities including a range of arts, sports and creative activities. Total registered: 61, Average attendance:15.
- 5) Street-work Pollokshields/ Govanhill with partner agencies Community Renewal, Streetwise, Glasgow Life, to engage with young people, identify their interests, develop activity programmes and encourage them to join in positive activities. (approx. 250 contacts)
- 6) Govanhill Activity Groups With additional funding from Glasgow City Council (November – March) YCSA ran a crafts and photography group with partner agency Rumpus Room , and cookery classes with partner agency Propagate, for BME young people form Govanhill, responding to requests from attendees at the summer programme. Attendance: 24



STREETWORK

From early autumn 2019 YCSA was actively involved in carrying our streetwork in Pollokshields and Govanhill, partnering with Streetwise in Pollokshields as part of a wider partnership based preventative strategy in the lead up to November 5th, in Govanhill with Streetwise and Community Renewal from November to March. Our new YCSA streetwork and diversionary project funded through a participatory budgeting bid started in January 2020. YCSA staff made well over 200 contacts through streetwork and succeeded in encouraging some young people to join youth provision such as the Pollokshields Youth Club.



WARD 6 Community Choice voting event, where YCSA was awarded funding for diversionary streetwork.

MARKETING

YCSA had recognised that it does not market its services and successes as well as it might, and that our website was out of date. Thanks to a specific donation from a local businessperson YCSA was able to re-vamp the website www.ycsa.org.uk and increase its social media presence alongside more traditional marketing techniques. The funding enabled us to take on a part-time staff member to develop the strategy and increase our profile during 2019/20.

NETWORKING EVENTS

The YCSA traditional Festive Brunch held for a range of our stakeholders in December 2019 provided an opportunity for networking and for YCSA to raise awareness of the work it undertakes. YCSA also held a fast opening (Iftar) in Ramadhan (May 2019) for service users, volunteers, staff and friends of YCSA which is becoming something of a further tradition.

PARTNERSHIP WORK

YCSA engages in partnership working at range of levels:

- On a structural level we have engaged in partnerships such as the South Alcohol and Drug Partnership, Glasgow South Child and Youth Mental Health Group, GCVS Everyone's Children hosted Family Support Subgroup, Glasgow Voluntary Sector Race Equality Network, Glasgow BME Task Group chaired by Cllr. Jennifer Leyden; Scottish Parliament All Party Working Group on Islamophobia.
- We have strong partnership arrangements with schools both in relation to Counselling and also groupwork and referrals, as well as with Social Work, especially the team working with unaccompanied asylum seekers and Roma, with Skills Development Scotland, the Princes Trust, the Red Cross and others
- More locally we are actively involved in the SE and North Glasgow Integration Networks, the Govanhill Community Organisations network (GOCA), Glasgow and South Youth Partnerships and the new Govanhill and Pollokshields Youth Development Groups.

CONSULTATIONS

Through our membership of the GCVS Everyone's Children hosted Family Support Subgroup, YCSA has fed into the development of the draft GCC Family Support Strategy and were a member of the Scottish Government Advisory Group on Healthy Body Image during the course of the year.

COVID -19

From mid-March 2020 YCSA went into lockdown in accordance with Government regulations. While streetwork was suspended and streetwork staff furloughed, the majority of staff worked from home throughout the period. Services were provided via online and phone supports to young people and parents/carers including: counselling; 1:1 support and advice; employability supports; activities such as online group sessions including ESOL; delivery of activity packs e.g. recipes and cooking supplies to accompany online cooking video; and provision of equipment to young people including phones, tablets and data top ups to overcome digital exclusion. By July 2020 YCSA was running streetwork and small group, distanced, outdoor activities in line with guidance, and preparing for distanced indoor youthwork and return to office.

YCSA is extremely grateful to its existing funders who were supportive in recognising the need for flexibility over timescales, changes to delivery of service and targets, during this period. It is again extremely grateful to funders who provided additional funding to help young people's digital inclusion; help YCSA adjust its service provision model; and help meet the deficit caused by loss of income from other sources such as room and minibus hire. This has enabled YCSA to continue to provide much needed services and remain financially stable.

RISK MANAGEMENT

The Board have examined the major strategic and operational risks, which the organisation faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks. These procedures are periodically reviewed to ensure that they still meet the needs of the charity.

As with all voluntary sector organisations, YCSA is vulnerable to changes in public policy affecting statutory funding. The Board are highly aware that funding for the two GCC funded projects runs until end September 2020, with a new funding stream replacing that fund. This provides both a risk as YCSA may not be successful in its funding bid, but an opportunity to re-align applications with changing need in accordance with the new funding strands. Youth Community Support Agency continues to make efforts to diversify its funding sources to mitigate this risk in accordance with its Business Plan and Fundraising Strategy to ensure YCSA remains sustainable. It has begun to diversify its funding, increasing earned income from small contracts with e.g. Skills Development Scotland, Glasgow Life and Glasgow City Council Education services, as well as bringing in funding through a range of smaller grants. Towards the end of the financial year the impact of the COVID -19 pandemic began to be felt, reducing earned income from both minibus and room hire, and small contracts that were cancelled.

On the positive side YCSA has almost 2 years further funding from BBC Children in Need with match funding from the Robertson Trust; has been successful in obtaining 5 years funding from Comic Relief's Young Healthy Minds Fund and 2 year's funding from Keep Scotland Beautiful's Climate Challenge Fund, both starting in April 2020.

The Board of Directors are presented with Management Accounts every month which highlight the financial position of the organisation, these accounts also highlight areas of under or overspend. Providing this information allows the Board of Directors to make informed decision regarding any changes to the organisation. To protect against financial fraud, Youth Community Support Agency has financial policies that require two authorised signatures on all accounts, identifies levels of financial liability that can be entered into by staff members, and ensures checks on cash handling.

Youth Community Support Agency is aware of the potential risks attached to the provision of advice and support services. To counter this, the organisation invests in training for staff and volunteers, including in relation to Child Protection and Data Protection, has robust supervision and risk management procedures, and in case of a claim, professional indemnity insurance to cover such eventualities.

Procedures are in place to ensure compliance with health and safety legislation and good practice measures for staff, volunteers, and clients, whether working within the YCSA premises or externally.

Youth Community Support Agency carries out effective risk assessment and management in order to identify, evaluate and attempt to control all potential risks. Although it is not possible for us to eliminate risk factors entirely, we will endeavour to reduce these risks to a level that the organisation is comfortable with, be it governance, external, regulatory and compliance, operational or financial factors. We will continue our analysis of all risk factors and will aim to prioritise them, reduce and control them, monitor them and have assurance that the controls put in place are working as planned.

FINANCIAL REVIEW

Financial Results

The charity incurred a deficit of £34,998 for the year ended 31 March 2020 (2019: £35,661). At balance date, reserves stood at £78,825 (2019: £113,823) with £52,529 of these being unrestricted (2019: £57,492).

Principal Funding Sources

The Charity has been principally reliant on grant funding received from a range of sources, particularly statutory agencies, with the majority of grants being received primarily for salaries. The core running costs of the Charity in 2019/20 slightly exceeded its income due largely to unanticipated building repairs costs and a loss of income from minibus and room hire in the lead up to COVID-19 lockdown. The Charity continues to actively seek ways to reduce overhead costs as much as possible while maintaining the quality of the range of services it offers.

RESERVES POLICY

The Agency can and will only incur authorised expenditure when it has funds to do so. The intention of the Board is to build up reserves at least equal to four months' salary costs of £68,664, which is the voluntary sector standard. With YCSA's current unrestricted reserves being £52,529 (2019: £57,492), the trustees are aware that this policy is not being met, and intend to build unrestricted reserves in future through income generation.

FUNDS HELD AS CUSTODIAN ON BEHALF OF OTHERS

In 2019-20 YCSA was a partner in a Personalised Funding Pilot Project organised by Faiths in Scotland Community Action Fund (FISCAF) whereby YCSA received a grant to fund opportunities for young people up to 21 years old priced between £50 and £200 where those opportunities may otherwise not be possible. This provided an opportunity for YCSA to provide additional support to progress the lives of young people with whom we were working. The sums are accounted for in a separate budget line within the overall YCSA accounts and reported to FISCAF

Trustees' Responsibilities

The Trustees (who are also Directors of Youth Community Support Agency for the purposes of company law) are responsible for preparing the Trustees' Annual 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 judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards 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 charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the charity's constitution. 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.

**Youth Community Support Agency
Report of the Trustees
for the Year Ended 31 March 2020**

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's independent examiner is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Approved by order of the board of trustees on23.7.20..... and signed on its behalf by:


.....
A B Din - Trustee

Funded by:



**Independent Examiner's Report to the Trustees of
Youth Community Support Agency**

I report on the accounts for the year ended 31 March 2020 set out on pages thirty five to forty seven.

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity's trustees consider that the audit requirement of Regulation 10(1)(a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under Section 44(1)(c) of the Act and to state whether particular matters have come to my attention.

Basis of the Independent examiner's report

My examination was carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matter has come to my attention :

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with Section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations; and
 - to prepare accounts which accord with the accounting records and to comply with Regulation 8 of the 2006 Accounts Regulations

have not been met; or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



David Nicholls FCCA
Fellow, Association of Chartered Certified Accountants
Brett Nicholls Associates
63 Ruthven Lane
Glasgow
G12 9BG

Date: 27 July 2020

Youth Community Support Agency

**Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
for the Year Ended 31 March 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	13,196	229,012	242,208	348,591
Other trading activities	3	9,693	-	9,693	4,668
Other income	4	<u>3,000</u>	<u>-</u>	<u>3,000</u>	<u>3,000</u>
Total		25,889	229,012	254,901	356,259
EXPENDITURE ON					
Charitable activities	5				
Promotion of Community Spirit		<u>30,852</u>	<u>259,047</u>	<u>289,899</u>	<u>320,598</u>
NET INCOME/(EXPENDITURE)		(4,963)	(30,035)	(34,998)	35,661
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>57,492</u>	<u>56,331</u>	<u>113,823</u>	<u>78,162</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>52,529</u></u>	<u><u>26,296</u></u>	<u><u>78,825</u></u>	<u><u>113,823</u></u>

Youth Community Support Agency

Balance Sheet
31 March 2020

	Notes	2020 £	2019 £
CURRENT ASSETS			
Debtors	12	25,522	11,849
Cash at bank and in hand		<u>71,830</u>	<u>117,062</u>
		97,352	128,911
CREDITORS			
Amounts falling due within one year	13	(18,527)	(15,088)
		<u>78,825</u>	<u>113,823</u>
NET CURRENT ASSETS			
		<u>78,825</u>	<u>113,823</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>78,825</u>	<u>113,823</u>
NET ASSETS		<u>78,825</u>	<u>113,823</u>
FUNDS	16		
Unrestricted funds		52,529	57,492
Restricted funds		<u>26,296</u>	<u>56,331</u>
TOTAL FUNDS		<u>78,825</u>	<u>113,823</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2020.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2020 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

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

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

The financial statements were approved by the Board of Trustees and authorised for issue on 23.7.20 and were signed on its behalf by:


A B Din - Trustee

The notes form part of these financial statements

**Notes to the Financial Statements
for the Year Ended 31 March 2020**

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102. The Financial Reporting Standard applicable in the UK and Republic of Ireland', the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

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

Expenditure

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

Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation. Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Motor Vehicles - 10% straight line

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

At 31 March 2020, the charity has one employee who is a member of the Strathclyde Pension Fund which operates a defined benefit pension scheme. The contributions payable by the charity, as employer, and of the relevant staff, are prescribed by the managers of the fund under the statutory provisions under which the scheme operates. The charitable company has no discretion to vary the rates of its contributions and therefore the pension scheme is treated as a defined contribution scheme as permitted by FRS 17. The pension costs charged in the financial statements in respect of this scheme represent the contributions payable by the company during the year.

Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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), general volunteer time is not recognised. Refer to the trustees' annual report for more information about their contribution.

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

1. ACCOUNTING POLICIES - continued

Donated services and facilities

On receipt, donated 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.

2. DONATIONS AND LEGACIES

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Donations in kind	10,000	-	10,000	10,000
Donations	3,196	-	3,196	21,750
Grants	<u>-</u>	<u>229,012</u>	<u>229,012</u>	<u>316,841</u>
	<u>13,196</u>	<u>229,012</u>	<u>242,208</u>	<u>348,591</u>

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

	2020 £	2019 £
FISCAF	-	2,000
Glasgow City Council	121,612	117,636
Scottish Government	35,710	68,670
Cashback for Communities	5,457	8,492
Comic Relief	19,277	38,358
SCVO	-	12,223
Cashback for Creativity	-	8,525
BBC Children in Need	29,064	9,107
Other trusts & small grants	925	5,500
Robertson Trust	14,000	14,000
SEIN	2,967	2,330
Creative Scotland	-	25,000
Corra Foundation	<u>-</u>	<u>5,000</u>
	<u>229,012</u>	<u>316,841</u>

3. OTHER TRADING ACTIVITIES

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Other Earned Income	<u>9,693</u>	<u>-</u>	<u>9,693</u>	<u>4,668</u>

Youth Community Support Agency

Notes to the Financial Statements - continued for the Year Ended 31 March 2020

4. OTHER INCOME

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Employers Allowance	<u>3,000</u>	<u>-</u>	<u>3,000</u>	<u>3,000</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs (see note 6) £
Promotion of Community Spirit	<u>289,899</u>

6. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2020 £	2019 £
Staff costs	205,922	207,876
Rates and water	342	698
Insurance	2,694	2,614
Light and heat	4,282	3,015
Telephone & IT Support	6,000	4,689
Postage/ Printing/ Stationery	1,492	2,588
Sessional Staff	10,269	28,270
Staff Training and Development	1,303	3,844
Staff Travel	2,221	2,205
Rent	25,675	25,050
Legal Advisory & Subscriptions	774	1,383
Resources	5,389	8,698
Volunteer Costs	745	1,576
Bookkeeping Services	2,825	2,490
Bank Charges	81	177
Equipment	-	678
Database Software	1,560	1,895
Payroll Fees	1,586	1,815
Events	1,606	2,459
Repayment of Grant	748	1,699
Recruitment	-	991
Independent Examination Fee	960	960
Repairs/ Maintenance/ Cleaning	4,327	6,203
Vehicle Expenses	1,504	1,230
Management (Fundraising) Fees	475	750
Service Users Costs	7,119	3,669
SPF Pension Deficit	-	1,000
Depreciation	-	2,076
	<u>289,899</u>	<u>320,598</u>

Youth Community Support Agency

Notes to the Financial Statements - continued for the Year Ended 31 March 2020

7. NET INCOME/(EXPENDITURE)

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

	2020 £	2019 £
Depreciation - owned assets	<u>-</u>	<u>2,076</u>

8. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2020 nor for the year ended 31 March 2019.

Trustees' expenses

During the year to 31 March 2020 the sum of £26 (2019:£135) was paid to the trustees in expenses.

9. STAFF COSTS

	2020 £	2019 £
Wages and salaries	184,061	184,474
Social security costs	13,585	13,743
Other pension costs	<u>8,276</u>	<u>9,659</u>
	<u>205,922</u>	<u>207,876</u>

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

	2020	2019
Project and office staff	<u>12</u>	<u>9</u>

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

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	17,231	331,360	348,591
Other trading activities	4,668	-	4,668
Other income	<u>3,000</u>	<u>-</u>	<u>3,000</u>
Total	24,899	331,360	356,259
EXPENDITURE ON			
Charitable activities			
Promotion of Community Spirit	23,473	297,125	320,598
NET INCOME	1,426	34,235	35,661
Transfers between funds	<u>969</u>	<u>(969)</u>	<u>-</u>
Net movement in funds	2,395	33,266	35,661

**Youth Community Support Agency
Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

10. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
RECONCILIATION OF FUNDS			
Total funds brought forward	55,097	23,065	78,162
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>57,492</u>	<u>56,331</u>	<u>113,823</u>

11. TANGIBLE FIXED ASSETS

	Motor vehicles £
COST	
At 1 April 2019 and 31 March 2020	<u>31,130</u>
DEPRECIATION	
At 1 April 2019 and 31 March 2020	<u>31,130</u>
NET BOOK VALUE	
At 31 March 2020	<u>-</u>
At 31 March 2019	<u>-</u>

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade debtors	1,882	423
Payroll Account	17,485	1,413
Prepayments	2,821	4,763
Accrued Income	<u>3,334</u>	<u>5,250</u>
	<u>25,522</u>	<u>11,849</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade creditors	1,805	11,083
Other creditors	-	1,699
Accrued expenses	2,496	1,806
Deferred grants	<u>14,226</u>	<u>500</u>
	<u>18,527</u>	<u>15,088</u>

Deferred income comprises of income received for projects which commenced in 2020/21 and to which YCSA was not entitled to in the 2019/20 year.

	2020 £	2019 £
At 1 April	500	24,750
Deferred in year	14,226	500
Released in year	<u>(500)</u>	<u>(24,750)</u>
At 31 March	<u>14,226</u>	<u>500</u>

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued

Deferred income held at year end for projects to be carried out in 2019/20 was:
- Glasgow City Council- Ward 6 £14,226

Deferred income released in the year for projects carried out in 2019/20 was:
- YouthLink £500

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
Current assets	71,056	26,296	97,352	128,911
Current liabilities	<u>(18,527)</u>	<u>-</u>	<u>(18,527)</u>	<u>(15,088)</u>
	<u>52,529</u>	<u>26,296</u>	<u>78,825</u>	<u>113,823</u>

15. MOVEMENT IN FUNDS

	At 1/4/19 £	Net movement in funds £	Transfers between funds £	At 31/3/20 £
Unrestricted funds				
General fund	57,492	(4,963)	(3,000)	49,529
Designated- Redundancy Fund	<u>-</u>	<u>-</u>	<u>3,000</u>	<u>3,000</u>
	57,492	(4,963)	-	52,529
Restricted funds				
Comic Relief- Ebara 2	15,823	(13,549)	-	2,274
FISCAF	2,000	(2,000)	-	-
Cashback for Communities	-	1,076	-	1,076
NHS-Community Food	225	(106)	-	119
NHS- Young People, Health and Nutrition	604	(57)	-	547
BBC Children in Need	6,377	(3,192)	-	3,185
Marketing	7,807	(7,807)	-	-
Youth Music Initiative	395	(395)	-	-
Robertson Trust	13,100	(1,400)	-	11,700
Integration	10,000	(3,333)	-	6,667
Ward 6 Community Choices	<u>-</u>	<u>728</u>	<u>-</u>	<u>728</u>
	<u>56,331</u>	<u>(30,035)</u>	<u>-</u>	<u>26,296</u>
TOTAL FUNDS	<u>113,823</u>	<u>(34,998)</u>	<u>-</u>	<u>78,825</u>

Youth Community Support Agency

Notes to the Financial Statements - continued for the Year Ended 31 March 2020

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	25,889	(30,852)	(4,963)
Restricted funds			
GCC- Family & Counselling	75,911	(75,911)	-
GCC- Literacy & Numeracy	33,725	(33,725)	-
Scottish Government- Ctrl Alt Delete	35,210	(35,210)	-
Comic Relief- Ebara 2	19,277	(32,826)	(13,549)
FISCAF	-	(2,000)	(2,000)
Home to Home- Youth Bank	925	(925)	-
Climate Change Challenge Fund	500	(500)	-
Cashback for Communities	5,457	(4,381)	1,076
NHS-Community Food	-	(106)	(106)
NHS- Young People, Health and Nutrition	-	(57)	(57)
Govanhill Youth Programme	3,344	(3,344)	-
BBC Children in Need	29,064	(32,256)	(3,192)
Marketing	-	(7,807)	(7,807)
Youth Music Initiative	-	(395)	(395)
Robertson Trust	14,000	(15,400)	(1,400)
SEIN	2,967	(2,967)	-
Integration	-	(3,333)	(3,333)
GCC- Summer Holiday Food	3,890	(3,890)	-
Ward 6 Community Choices	4,742	(4,014)	728
	<u>229,012</u>	<u>(259,047)</u>	<u>(30,035)</u>
TOTAL FUNDS	<u>254,901</u>	<u>(289,899)</u>	<u>(34,998)</u>

Youth Community Support Agency

Notes to the Financial Statements - continued
for the Year Ended 31 March 2020

15. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1/4/18 £	Net movement in funds £	Transfers between funds £	At 31/3/19 £
Unrestricted funds				
General fund	53,021	3,502	969	57,492
Fixed Asset Fund	<u>2,076</u>	<u>(2,076)</u>	<u>-</u>	<u>-</u>
	55,097	1,426	969	57,492
Restricted funds				
Comic Relief- Ebara 2	17,063	(1,240)	-	15,823
FISCAF	-	2,000	-	2,000
Home to Home- Youth Bank	2,510	(2,510)	-	-
SCVO-Community Jobs	486	483	(969)	-
Commonweal Fund	860	(860)	-	-
NHS-Community Food	1,407	(1,182)	-	225
NHS- Young People, Health and Nutrition	739	(135)	-	604
BBC Children in Need	-	6,377	-	6,377
Marketing	-	7,807	-	7,807
Youth Music Initiative	-	395	-	395
Robertson Trust	-	13,100	-	13,100
Integration	<u>-</u>	<u>10,000</u>	<u>-</u>	<u>10,000</u>
	<u>23,065</u>	<u>34,235</u>	<u>(969)</u>	<u>56,331</u>
TOTAL FUNDS	<u><u>78,162</u></u>	<u><u>35,661</u></u>	<u><u>-</u></u>	<u><u>113,823</u></u>

Youth Community Support Agency

Notes to the Financial Statements - continued for the Year Ended 31 March 2020

15. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	24,899	(21,397)	3,502
Fixed Asset Fund	-	(2,076)	(2,076)
	<u>24,899</u>	<u>(23,473)</u>	<u>1,426</u>
Restricted funds			
GCC- Family & Counselling	75,911	(75,911)	-
GCC- Literacy & Numeracy	33,725	(33,725)	-
Scottish Government- Ctrl Alt Delete	68,670	(68,670)	-
Comic Relief- Ebara 2	38,358	(39,598)	(1,240)
FISCAF	2,000	-	2,000
Home to Home- Youth Bank	-	(2,510)	(2,510)
SCVO-Community Jobs	12,223	(11,740)	483
Cashback for Communities	8,492	(8,492)	-
Cashback for Creativity	8,525	(8,525)	-
Commonweal Fund	-	(860)	(860)
NHS-Community Food	-	(1,182)	(1,182)
NHS- Young People, Health and Nutrition	-	(135)	(135)
Govanhill Youth Programme	5,519	(5,519)	-
Glasgow Life	2,500	(2,500)	-
BBC Children in Need	9,107	(2,730)	6,377
Marketing	10,000	(2,193)	7,807
Youth Music Initiative	25,000	(24,605)	395
Corra Foundation	5,000	(5,000)	-
Robertson Trust	14,000	(900)	13,100
SEIN	2,330	(2,330)	-
Integration	10,000	-	10,000
	<u>331,360</u>	<u>(297,125)</u>	<u>34,235</u>
TOTAL FUNDS	<u>356,259</u>	<u>(320,598)</u>	<u>35,661</u>

16. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2020.

17. PURPOSES OF UNRESTRICTED FUNDS

General Funds - The unrestricted, 'free reserves' of the Charity.

Designated - Fixed Assets - Represents the net book value of the Charity's tangible fixed assets. Depreciation is charged to the fund and additions are transferred to it.

Designated- Redundancy Fund- Contingency against accumulated redundancy payments for staff to March 2020

18. PURPOSES OF RESTRICTED FUNDS

GCC Integrated Grants Fund - Family & Counselling: Counselling services have been a vital element of the support provided by YCSA as an organisation, the benefit and impact of this service has proved vital to young people, children and families. This service has been provided since 1995, to young people and their families. The importance of the service has been acknowledged equally by various stakeholder including parent, schools, partners and most importantly the young people themselves.

GCC Integrated Grants Fund- Literacy and Numeracy: The project has been running since 2002. The project which works as part of 'Ctrl Alt Delete' (below) offers support to young people 16-24 years old, especially those not in employment, education or training, to enable them to build on their confidence and skills in reading, writing, spelling, number work within their personal, work, family and social life, using a friendly, contemporary approach to learning.

Comic Relief until end December 2019: The Ebara-Inspiring Identity project provided 1;1 support, groupwork including use of creative arts; and throughcare to empower BME young offenders to take ownership, leading to positive pathways.

Scottish Government People and Communities Fund until end September 2019: 'Ctrl Alt Delete', a development programme, empowering young people to take control of their lives, identify barriers and areas of need and find alternatives in order to become confident individuals, effective contributors and volunteers, successful learners and responsible citizens.

FISCAF: Small grants allocation for individual service users to widen access and opportunities to young people aged 13 -21 to engage in social and relational activities that can have a long lasting impact on their lives and promote resilience. Ran to end September 2019.

Glasgow South Youth Bank

- funding for venue and expenses for young people to learn football and wellbeing
- funding for young people from ESOL class to practice their English and get to know Glasgow via a meal and open top bus tour around the city

Keep Scotland Beautiful Climate Change development grant: to provide BME young people aged 10-25 an opportunity to engaging in climate change work around upcycling and environmental awareness and further test concept for larger grant application.

Cashback for Communities: Salary costs for sessional staff and running costs to run Film Club, a structured film making project which teaches young people a range of skills involved in the film making process.

Community Food and Health Scotland - grant to run a project consisting of twelve structured cooking and lifestyle sessions for young BME/asylum seekers aged between 16-25. The focus is on cooking healthy food for a budgeted amount while instructing participants in differing methods of cooking and providing information on cooking implements. Funds to cover sessional staff, food, and starter cooking packs for participants. Runs to end August 2018

NHS/ Y People- funding towards work on healthy eating and lifestyles

Govanhill Community Development Trust- funding from Glasgow City Council via GCDT for youthwork activities in Govanhill

BBC Children in Need: 3 year funding from 15.1.19 for salary of youth development worker and running costs to run project providing activity groups, homework club and summer programme for disadvantaged BME young people

Marketing: £10,000 donation from local businessperson towards cost of building new website, part time marketing officer and marketing materials.

Youth Music Initiative: funded by Creative Scotland's Youth Music Initiative (Access to Music Making) fund for 2018/19 to provide 2 groups of young people (one female, one mixed) with access to learning instruments and song-writing. Continued into 2019/20 for final studio session and live performances

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2020**

18. PURPOSES OF RESTRICTED FUNDS - continued

Robertson Trust: 1 year initial match funding for youth development worker for BBC Children in Need project, now extended for further 2 years

South East Integration Network: funding from Glasgow City Council via SEIN to fund summer programme for secondary school aged young people in South East Glasgow

Integration work: £10,000 donation from local businessperson towards development work on promoting integration and to take forward work from the SOAR project

GCC Children's Holiday Food programme contributed towards food and activity costs for children aged 11-18 involved in the summer holiday programme which ran 4 days a week July - August 2019, organised by the BBC Children in need funded project

Ward 6 Community Choices. Participatory Budgeting grant funded through Glasgow City Council/Glasgow Community Planning Partnership to undertake streetwork and diversionary activities with young people in the Pollokshields area

Community Jobs Scotland - funding for costs of employing an unemployed young person as Office Manager assistant for 25 hrs per week on Living Wage and costs of employing an unemployed young person as Youth Development Assistant from August - December 2018

Soutar Trust: Contribution to core running costs

Trades House Commonweal fund- match funding to purchase equipment for Film Club and Represent

Cashback for Communities 2018/19 - sessional salary and some running costs for work with young people on tackling racism and other forms of discrimination

Cashback for Creativity 2018/19 to fund 'Get In:Formation 2' . Work with a different group of young women meeting weekly in a safe space to explore issues of importance to them through using dance and arts activities.

Corra Foundation- funding for 6 hours per week Youth Development Worker throughout 2018/19 to develop work with mostly secondary school aged young people e.g. through summer programme and youth activities

The Board, management and service users of YCSA are extremely grateful to all our funders, including individual donors, who have made it possible for YCSA to carry out our work over 2019/20