



Annual Report 2023-24

LEGAL & ADMINISTRATIVE INFORMATION

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1040482

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DIRECTORS AND/OR TRUSTEES

Chair of the Board of Trustees:
Alastair Wilson

Elected Trustees:
Andrew Ward
Louise Ann Joseph (appointed 18th July 2023)
Leona Kaye McDermid (appointed 18th July 2023)

Non-elected Trustees:
Sabira Mohamed Kanji (resigned 23rd April 2024)
Joanne Rich
Fiona Jia-Ying Lin
Hannah Oluwadamilara Adeyemi
Nathalie Alison Tolmie-Thomson
Alieu Fofanah (appointed 17th October 2023)
Lynette Barlow (appointed 30th April 2024)

Secretary:
Rachel Middleton

KEY MANAGEMENT PERSONNEL

Chief Executive:
Joel Lewis

Head of Programmes and Network:
Kate Russell-Ellis

Head of Development and Partnerships:
Siobhan Cunningham

Head of Learning and Impact:
Ashraf Hamzah (Resigned 2nd February 2024)

A COMPANY LIMITED BY GUARANTEE STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 MARCH 2024

The Trustees (also referred to as Directors per the Companies Act 2006) are pleased to present their annual Trustees' report together with the financial statements of the charity for the year ending 31st March 2024, which are also prepared to meet the requirements for a directors' report and accounts for Companies Act purposes. Financial statements comply with the Charities Act 2011, the Companies Act 2006, the Memorandum and Articles of Association, 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 (FRS102).

The structure, governance and management section include a reference to related party transactions in note 18 and all Trustees give of their time freely and no Trustee remuneration was paid in the year. Details of Trustee expenses are disclosed in note 7 to the accounts. Trustees are required to disclose all relevant interests and register them with the Company Secretary and in accordance with the Foyer Federation Charity policy, and to withdraw from decisions where a conflict of interest arises. The Treasurer of the Foyer Federation, Sabira Kanji (resigned 23rd April 2024) was also the Director of Finance for SEUK and has complied with the governance of related party transactions.



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Introduction

This report marks the final annual report under our Home for Advantaged Thinking strategy and therefore provides the opportunity to reflect on the progress we've made over the past three years and the impact we've had on the lives of young people who can't live at home.

Adventures in Advantaged Thinking, which the Foyer Federation published in January 2022, described what is possible when we see the world differently and are purposeful in opening the landscape of opportunities for young people to explore. However, across the period there have been obstacles which have made it challenging for young people to move forward.

Over the past three years, young people have had to deal with the fallout of the pandemic, which has exacerbated mental health struggles, restricted education and limited employment opportunities. They've also had to react to



the cost of living crisis, which has caused huge affordability issues for housing and day-to-day living for those with little or no parental support.

The last few years have also continued to reveal the wider challenges that Foyers and their parent housing associations face including regulations, funding cuts, national austerity measures and difficulties in recruitment.

However, Foyers responded enthusiastically to the activities and programmes delivered under the 2021-24 strategy. We saw a large increase in Foyer staff attending training, engaging in programmes and connecting with others at events.

This year the Foyer Federation moved the Advantaged Thinking movement forward through preparing and launching a dedicated website, building a new quality framework, developing a learning platform and community, and continuing to fund innovation in youth power and leadership. We built new partnerships and made new friends in the youth, homelessness and wider charity sector through our networks including the Paul Hamlyn Youth Fund learning network, the #PlanForThe136k campaign and Better Way networks.

Finally, towards the end of this period we started to explore the future needs for Foyers within the UK. This includes the opportunity to work with groups of young people whose needs are not fully recognised by the traditional youth homelessness pathways, such as young people with learning and physical disabilities and LGBTQ+ young people.





Chair's Report

This last year I've had the pleasure of seeing first-hand the Foyer Federation staff team ramp up their activities to match not only the ambition of the strategic plan, but also the unexpected challenges that young people have faced due to the cost of living crisis.

Joel and team, with the support of our committed Trustees, have turned up the dial to ensure we've delivered increased support and skills development for local Foyer staff, as well as giving out more grants to young people than we have for many, many years. The landscape for Foyers hasn't got any easier as they contend with challenges such as new Ofsted regulations, local authority funding pressures, rising youth mental health concerns, and a workforce that is under the constant expectation of delivering more for less.

Our team has responded to these challenges to help inspire staff, build resilience, distribute funding to young people and develop partnerships that bolster the Foyer network in the midst of these difficult times – a clear sign that being BRAVE and LOVING are lived out in our actions, not just words.

We are extremely grateful to our key funders and our housing association partners for powering the work of the Foyer Fed and keeping the heart of what Foyers do alive. As the current strategic period draws to a close, we are keen to ensure that the impactful and inspirational work that often goes unnoticed in local Foyers is central to future government planning to prevent youth homelessness, and create genuinely positive pathways for young people who can't live at home. In this report you will see for yourself the reason I am so proud to be the Chair of such a purpose-driven charity.

Alastair Wilson
Chair of the Trustee Board



Chief Executive's Summary

If you were to ask me how I'd describe the final year of our current strategy, I'd say "full on!"

I love a metaphor, so to use a 'running' analogy... we set a tough pace for ourselves when we launched the strategy in April 2021. We ran a challenging distance at speed, often learning the course as we went and doing a fair amount of huffing and puffing to keep up. When I look back at what we set out to achieve in three years, I see that it was ambitious – but we've made incredible progress in the majority of our aims and objectives.

There is no denying that there are some outcomes we've yet to see as much progress on as we hoped. In particular, the growth of the Foyer network has been a huge challenge in the face of rising costs, the introduction of new regulations and the harsh funding landscape for local services. This is an area we will need to approach with new tactics in our future strategic plan.

Reading through this report, I believe that despite these challenges, the reward at the end has been worth it. There are no trophies or fancy awards,

but a lot of pride in how our team has worked alongside local Foyers and their staff to enable young people who can't live at home to move forward and tackle challenging circumstances.

As you read on, you will find pages of evidence showing how the Foyer movement, supported by the Federation, can change lives. Our team has grown from four members of staff when we launched the strategy to 10 by the end of the period, and we've built on the foundation of our core network offer to bring in programmes that build up Foyer staff, break down barriers for young people and grow effective services.

The breadth and depth of our work over the past three years has been incredible when you consider the limited resources we've worked with. It proves that a small team with drive and a clear purpose can achieve just as much as a big team without that clarity and drive. Therefore, I want to genuinely thank our team, our Trustees, our network and supporters who have come together to make a real difference to the lives of young people in Foyers.

Joel Lewis
Chief Executive

Our Values & Mission

OUR VISION

At the Foyer Federation, our vision is for a truly equitable society in which young people have an equal chance to realise their power and purpose. We believe that a person's strengths, not their circumstances, should shape their future. We look forward to a future in which all young people take complete ownership and leadership of their futures, and develop the strengths and talents needed for a fulfilling life.

OUR MISSION

We want young people to thrive – not just survive. All young people should have the chance to realise their potential, harness their power and achieve a fulfilling, loving, sustainable adulthood. We work with young people experiencing or at risk of homelessness through a UK-wide network of Foyers, which provide quality accommodation and an inspiring environment in which residents can positively transition to adulthood.

Our mission is to offer innovation, programme delivery and capacity-building support to ensure the Foyer network continues to secure the best outcomes for 16- to 25-year-olds who can't live



at home. Through our quality development and accreditation, engaging programmes and targeted training, we model a whole-person approach to empowering young people.

Advantaged Thinking is our asset-based philosophy and it guides everything we do, encouraging young people to aim high, dream big and fulfil their ambitions. It focuses on young people's strengths and talents and asks them to view their futures through that lens, rather than using deficit-based labels and perceptions.

OUR VALUES

We have five core values that every member of our team upholds in all aspects of our work:



AUTHENTIC

Authentic leadership is about sticking to your values, being comfortable in your own skin and not trying to be someone you're not.



BRAVE

Courage is about having the quiet inner confidence to stand up for what really matters to you.



LOVING

Love is at the heart of all we do. It means genuinely looking out for the world around us, and knowing when to be tough and when to be kind.



MAVERICK

Mavericks are born to be original, quirky and maybe even a bit unpopular to shake things up and make them better.



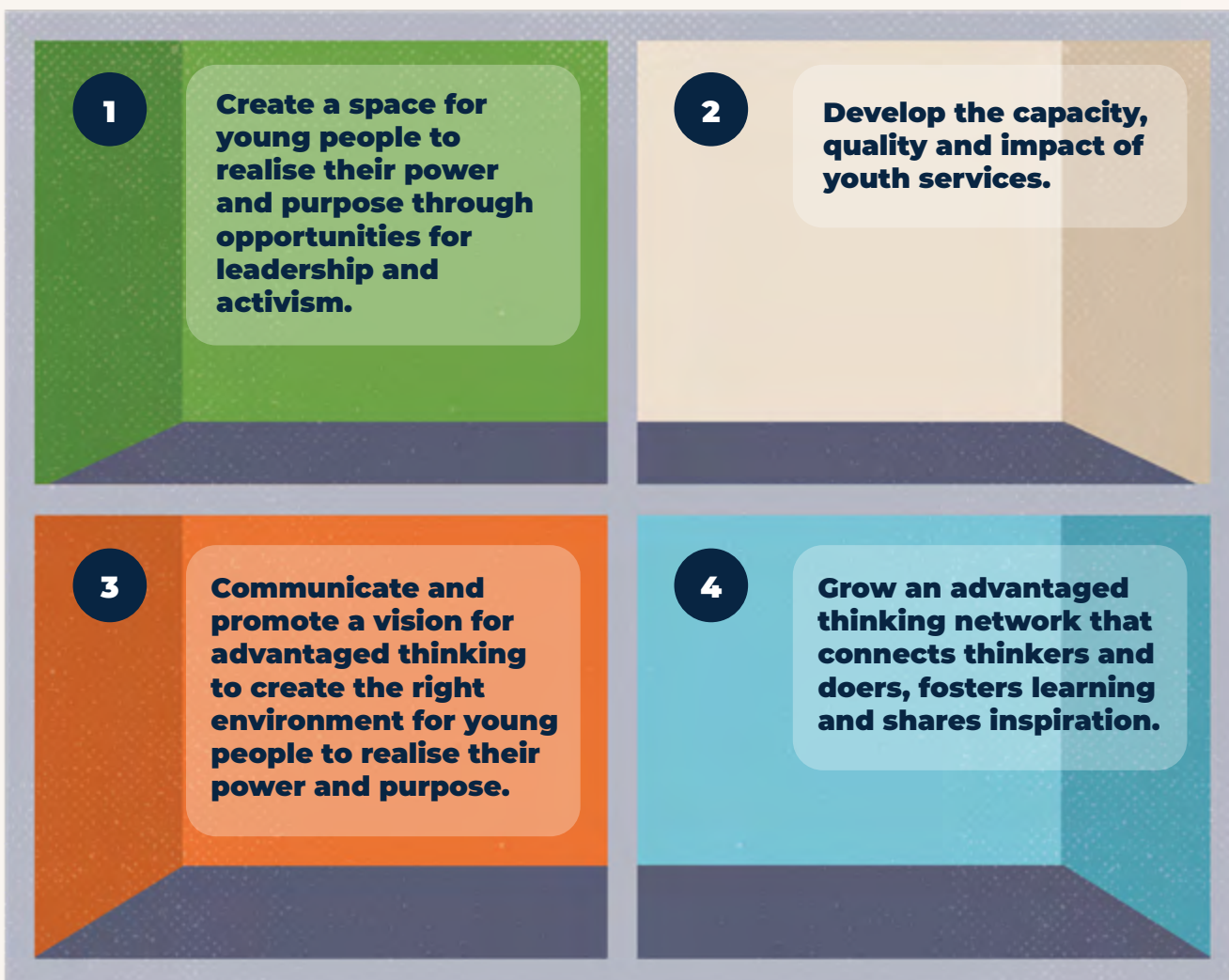
SAVVY

Savviness isn't a science; it's a mindset. It's about being smart and creative, while keeping one eye on the now and one at the end of the game.



OUR OBJECTIVES 2021-24

Our strategic three-year plan centred around the following four objectives, or 'rooms' in the Home for Advantaged Thinking:



The Charity Commission's guidance on public benefit, in accordance with section 17 of the Charities' Act 2011, sets out two key principles:

1. The organisation must have an identifiable benefit and
2. The benefit must be to the public or a section of the public.

Trustees have reviewed the vision and mission of the charity in the light of this guidance and have been mindful of it when setting the aims and objectives for the coming year. They believe the activities of the Charity and the achievements detailed in this report clearly demonstrate that the Charity meets both these requirements.

ROOM A: YOUTH LEADERSHIP & ACTIVISM

A space for young people to realise their power and purpose through opportunities for youth leadership and activism.



Developing personal power and influence

MOVING ON UP

In October 2022, we partnered with LandAid on the Moving On Up fund. Between 2023-24, 97 young people were given grants of up to £1,000, taking the programme's total to 117, to enable them to move on from their Foyer and make their next step a positive and sustainable one.

Young people received grants for furnishings and white goods, paying their rent in advance, and moving costs, like vans and packing. When surveyed, 100% of staff members from across different Foyers said the grants made the moves significantly more sustainable, 88% said they enabled young people to feel significantly more confident about moving on, and 68% said they helped young people move on quicker.

Grantees said that the funds also reduced overall stress and anxiety, helped moving feel less daunting, and enabled young people to focus fully on their longer-term goals and ambitions.



“The grant will help me so much in settling my needs for a new home and helping me to sharpen my new life in a new dimension, so I can focus on other things, as my career in nursing is around the corner.”

THE BIG QUESTIONS

The Big Questions is the Foyer Federation's bi-annual survey of young people living in our member Foyers/supported accommodation services. We surveyed 175 young people in [March/April 2023](#), and 115 in [November/December 2023](#).

In both surveys young people told us that the cost of living was their biggest concern (66% shared this as a worry in Nov/Dec 2023), followed by mental health, housing and employment. In particular, young people shared increasing anxiety about the cost of basic necessities including food, rent and heating.

It was positive to see an increase in how well young people felt listened to in Foyers (up to 64.9% in autumn 2023 from 55% in spring 2023), and even better that the number who saw positive change happening quickly rose too.

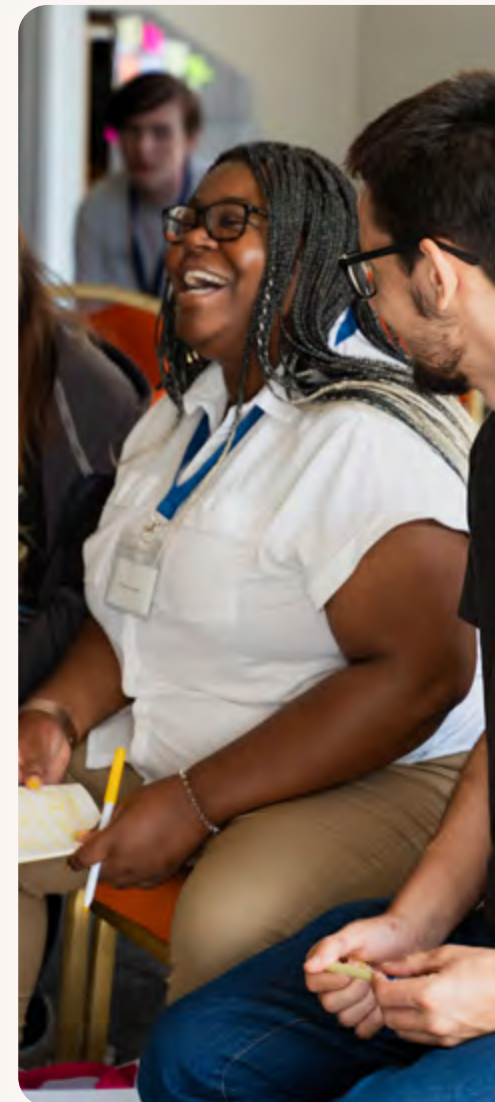
In both surveys, talking to staff was the most popular option when asked how they would like to make their voice heard (73.9% in autumn 2023), highlighting the importance of trust-based relationships. The number of young people who were interested in contributing to leadership in the Foyer also increased, up to 97.5% – a very positive trend towards increasingly youth-led services!

TALENT BONDS

Our Talent Bond fund awards young people with direct investment of up to £300 for a project or purchase that grows a talent, builds on a strength or develops a skill. Last November, a panel of four young people [awarded these grants to 17 young people](#). Trimming down the shortlist and allocating the available funds was no mean feat!

One award was given to a young person to fund a SIA security course, supporting their dream of entering employment and furthering opportunities for independent living. Another award was given to a group of young people to run cooking classes, to help build their culinary skills and confidence, and provide opportunities for building connections.

“Being able to help with decision making for the grant is great because I can get to know all types of people’s goals and hobbies, and learn about things I’ve never thought too much about.”



POWERFUL STORYTELLING

Several young people shared their stories with the Foyer Fed this year – either through writing, video or audio means.

Tori-Jade and **Kayleigh** shared their experiences of leadership after working on the Youth Power Fund, with Kayleigh saying the project helped her grow in confidence and empower herself. **Morgan-Lea** also wrote about her Foyer experience, sharing how she became an ambassador in the Foyer. Meanwhile, young people also shared their takeaways from the ReRooted programme, with one participant saying they had the “most enjoyable, enlightening experience with the most amazing group of people”.

Sharing a personal story or experience is a powerful way of raising awareness, sharing expertise and growing personal power. Developing the skills and confidence to share personal experiences in a positive way can be a key step on the journey to youth leadership.



Sharing power with young people in Foyers

YOUTH POWER FUND

The Youth Power Fund awarded its first grants in March 2022, offering local Foyers the opportunity to explore what it might look like to share power with young people in a supported housing context. Six organisations completed year two of their projects this year.

In 2023-24, four of these organisations received a second year of £15,000 funding (CHADD, Swan, YMCA Cheshire and Enfield), while [Bath and Braintree](#) received £7,500 for year two – an increase from year one's £5,000 Spark grant. The decisions were made by a panel of young people and staff.

Among [our findings](#), we discovered that young people were more proactively engaging in learning, becoming equal partners in delivering the service, and demanding a seat at the table in strategic decision making. Young leaders were approaching staff with solutions and the drive to make change happen, and allowing young leaders to continue to be involved after moving on helped foster continuity.



POWERING UP YOUTH TRAINING

Our [Powering Up Youth training](#) was delivered to 10 people this year. This training captured the knowledge and learnings collected by the Foyer Fed in the previous three years and was tailored to a supported housing context. It was co-created and co-delivered by a young person with lived experience, enabling us to bring a unique insight and perspective to the subject matter.

Growing power in the community and beyond



POWER PIONEERS

This was the final year of the Power Pioneers programme, which supported young people to develop their confidence and speak up on important issues. Ahead of the relaunch, we [consulted young people](#) to understand what they liked and did not like from the previous years and shaped a new approach consisting of three core components: grow, connect and amplify.

We worked with a new delivery partner, Act Build Change, and delivered [a residential](#) as well as a series of workshops. 14 young people took part in the action-packed residential. For two days these talented young people connected to discuss issues that matter to them, built their knowledge and skills, and said they felt more confident about campaigning for change.

REROOTED RESIDENTIAL CO-PRODUCTION

Our ReRooted residential was co-produced with young people, who helped design the [programme from the beginning](#) and later partnered with the Foyer Fed to finalise the plans and co-lead the residential in September 2023. They worked on building the two-day schedule and establishing each session's focus. They also led some of the sessions and put on a fun evening quiz.

29 young people and staff from nine Foyers came together for the residential, which included [sessions](#) on how trauma can impact our window of tolerance, and a practical wellbeing curriculum for young people to take ownership of their mental health. Each Foyer group went away with a plan for a wellbeing initiative to implement at the service, supported by a £250 grant.



ADVANTAGED THINKING LEARNING COMMUNITY CO-PRODUCTION

The **Advantaged Thinking Learning community** aims to create a dynamic learning environment for all young people entering Foyers across the UK. The online platform will provide an environment for young people to thrive, with space for collaboration, learning and personal development in a supportive community they can help to build.

Alongside staff from Foyers, young people were part of the leadership team developing and designing the platform. They were key players in making the big decisions and are now involved with creating lots of quality content, sharing their knowledge and experiences to support other young people.

After an extensive shortlisting and demonstration phase, the leadership team chose Totara, a flexible interactive platform which is accessible on mobile, tablet or laptop and has space for collaboration as well as learning. We've now set up the platform and have been adding the first courses, starting with eight Advantaged Thinking Units aimed at staff.



On occasion we encountered barriers to using new technology and we've tried to overcome these by offering laptops to engaged Foyers, as well as supporting upskilling young people and staff. We'll continue to support the leadership team with developing their skills in using the platform, through online tutorials, courses and in-person meetings, and work with you consultants directly to create and add their learning materials.



STRATEGY INFLUENCE

In November, young people from Foyers around the country travelled to London to participate in a strategy day, alongside leaders from the sector, and support the Foyer Fed in shaping our vision for 2025-2030. Young people had the opportunity to speak directly to people who have decision-making power over important parts of their lives, or the lives of other young people.

“I am here because everyone in this room has the ability to make decisions about my future.”

The session brought together key stakeholders, including Foyer staff, board members and external partners, to collaboratively shape the Foyer Fed’s strategic direction. The young people played a pivotal role in these discussions, ensuring that their lived experiences and aspirations were represented. Their views have helped to shape our new strategy (launching early 2025) and the work we’ll undertake to meet its aims.

YOUTH INFLUENCE AND INVOLVEMENT POLICY, PROCEDURE AND FRAMEWORK

To ensure our learnings from across five years of funding, experimentation and growth would be sustainably embedded in our organisation’s practices going forward, we developed a new **policy** and **procedure**, and developed our strategy for youth influence and involvement.

This policy sets out the Foyer Fed’s standards regarding the depth and quality of young people’s involvement in our work. By clearly **defining our expectations**, we will continue to grow a supportive and empowering environment where young people are valued, trusted and developed.



ROOM B: QUALITY & IMPACT

Where we develop the capacity, quality and impact of youth services.



Developing quality services

FOR YOUTH: QUALITY DEVELOPMENT AND ACCREDITATION

Over the past year, 28 Foyers took part in our [FOR Youth quality development journey](#), which encourages services to aspire to excellence and grow their impact. One was endorsed (Wiltshire) and 24 were certified or re-certified.

Nine Foyers received the highest level of certification in both key areas – strategically and operationally strong. These services are:

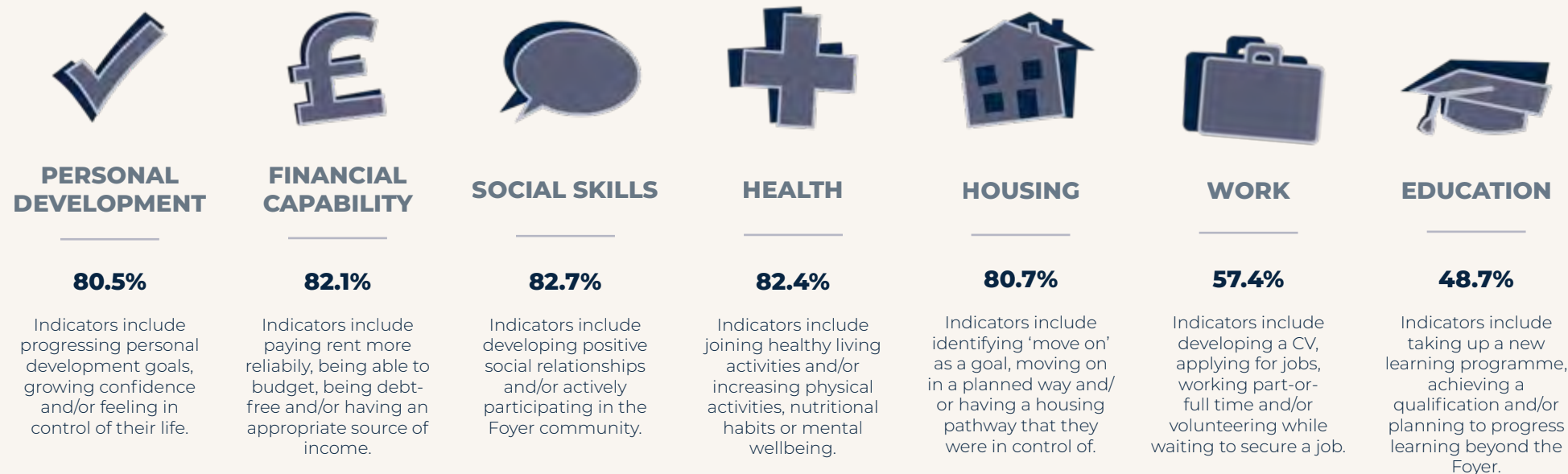
- Newhaven (SAHA)
- Braintree (SAHA)
- On-Route (CHADD)
- Sheffield (Guinness Partnership)
- Manchester Foyer (Mosscaire St Vincent)
- The 4 Your Housing Group Foyers (Bridge, Coops, Ravenhead, Verve Place)

These services are committed to working with young people in an Advantaged Thinking way and evaluating their progress and learnings each year. Those which were accredited have been able to demonstrate that their service invests in young people's assets and potential, setting them apart from those that take a more deficit-based response.

“FOR Youth keeps us at the forefront and pushes us to constantly review what we do/ service we offer. It is young person focused and involves our young people in making decisions and having an input into shaping our service.”



Our benchmarking report shows what a difference focusing on quality development can make. It found that, out of 585 young people who moved out of a Foyer in 23/24, the following percentages made progress in the seven areas we measure:



BRINGING QUALITY DEVELOPMENT INTO THE WIDER TEAM

This year we said a sad farewell to our long-term Specialist Consultant and former Director of Innovation, Colin Falconer. Since he set up his own organisation Inspirechilli in 2016, Colin has been supporting the delivery of FOR Youth. He brought years of experience, passion for the Foyer movement and skills to the process – and replacing these elements is a tough task. We've been working on a new approach to quality development that involves the full network team, young consultants and a streamlined process with new standards and methodologies.

DEVELOPING A NEW APPROACH

We made good progress in the redesign of our quality development and accreditation process during this year. This followed a consultation period where we concluded that the standards needed updating and streamlining, and the quality development process refining. With the framework taking shape, we recruited a new Service Development and Insight Manager to oversee the first pilot of the new programme that is due to launch in April 2024.

The new Advantaged Thinking Standards paint a more holistic profile of a service's strengths and weaknesses, while the indicators of quality allow greater flexibility so that a wider variety of services can benefit.



Growing confidence and capacity

This year, the number of people who attended our training courses was 366 – an increase from 282 in 2022-23! This was, in part, due to the introduction of new training as part of the [ReRooted](#) programme, which focuses on mental health and wellbeing for staff and young people. We added two new workshops: Trauma-Informed Practice and [Restorative Practice](#).

45 people attended knowledge and skill-building workshops separately as part of ReRooted, which included a [residential](#) and learning cohorts throughout the year.

Foyers also each received a [£250 grant](#) to enable them, in partnership with young people, to implement a wellbeing initiative. At Verve Place young people put their fund towards improving the outside garden areas at their Foyer, at Bath Street young people spent their money on a series of resident hikes away, and at the Ludlow Foyer young people created a sensory and more calming space.

In total, 98.71% of attendees reported improving their knowledge and/or skills through our training and programmes.



We also hosted several network events throughout the year to build staff skills and knowledge, and a working group for services considering participating in the new Ofsted regulations.

THE ADVANTAGED THINKING LEARNING COMMUNITY

A goal of the Advantaged Thinking Learning Community is to offer a high-quality, consistent learning experience to young people in Foyers, wherever they may be. As well as providing online learning, it is also designed to increase staff skills and confidence to deliver learning to young people. It will provide materials and courses for staff to increase their own skills, and to utilise in their sessions with young people, contributing to the overall quality of the service.



ROOM C: INFLUENCE

Where we communicate and promote a vision of Advantaged Thinking that creates the right environment for young people to realise their power and purpose.



PROMOTING FOYERS AND ADVOCATING FOR CHANGE

Our website and social media channels continue to be spaces that celebrate the impact Foyers have and the skills and achievements of young people. We shared young people's direct experiences to amplify their voices in the wider world, shouted about the successes of Foyers from our network, and promoted the creativity and innovation members brought to our programmes and events.

Our best-performing LinkedIn posts were read by hundreds of people, sharing our Youth Power Fund top tips, the Power Pioneers residential and the Sovereign Innovation Labs.

We used our online spaces to advocate for issues affecting young people, such as mental health and wellbeing and the barriers that can prevent young people from moving into independent accommodation. We also joined the #PlanForThe136k campaign, which calls on the new government to adopt a cross-departmental strategy to end youth homelessness and a bolder, youth-specific response.



COMMUNICATE AND PROMOTE A VISION OF ADVANTAGED THINKING

We were excited to launch our new Advantaged Thinking website in 2023, which is helping us to communicate the power of an asset-based culture and practice beyond our Foyer network.

The website and accompanying resources allow individuals and organisations to easily explore Advantaged Thinking and provide a free online diagnostic tool for organisations, as well as a quiz for individuals.

We also managed to employ a staff member to provide additional communications help needed to get the website and social media accounts launched through a six-month Civil Service 'Fast Streamer' placement.



Grow a network of thinkers and doers, fostering learning and shared inspiration

CELEBRATING YOUNG PEOPLE

The Room for Young People Awards did not take place this year, which meant we unfortunately didn't hold our usual celebration event for young people. However, we have maintained and implemented alternative ways to recognise and celebrate the contributions of young people engaging with us. We developed a procedure for paying young people – usually in vouchers, at the rate of living wage – for their consultancy, creativity and collaboration with us. We have also created new opportunities for young people as they progress with us, and identified onward opportunities, such as participating in external events. This can offer further growth and connection for young people ready to take the next step.



GROWING THE ADVANTAGED THINKING MOVEMENT

Senior leaders from the Foyer Fed team shared Advantaged Thinking resources and the work of Foyers at a number of external flagship events with funders, partners and the wider sector. These have included being involved in the 136k campaign working group, LandAid strategy launch, YMCA England and Wales manifesto launch and Platform manifesto launch.

We also delivered Advantaged Thinking training for the New Horizon Youth Centre's communications team, extending awareness and practice of Advantaged Thinking beyond youth supported housing and into a youth centre, and beyond direct delivery into the communications space.

The strategy day was an opportunity for people across the sector – members, young people, funders, youth sector and housing peers – to come together and describe an Advantaged Thinking vision of the future, and to help us plan out our role in making it happen alongside peers and allies.

We partnered with the Sovereign Housing Association #iwill Youth Fund network to deliver a series of Innovation Lab sessions with their funded partners, all of which deliver youth services in the south of England. An Advantaged Thinking approach shaped each of these sessions.

This year, we also created and launched a new brand and website to promote Advantaged Thinking and grow the movement to wherever it's needed. [AdvantagedThinking.co.uk](https://www.advantagedthinking.co.uk) is a brightly coloured, energising resource that Advantaged Thinkers can share with individuals and organisations they work with. It's accessible to newcomers and offers opportunities for stretching and challenging those who already know Advantaged Thinking like the back of their hand.



STRENGTHENING SHARED KNOWLEDGE IN THE SECTOR

As part of the [Listening Fund](#) programme, we hosted events to exchange learning and ideas, including on how to implement listening-based approaches. The Foyer Fed co-designed a training workshop, called Powering Up Youth, co-designed and co-delivered with young people, which explored how Foyers can involve young people more in the design, running and evaluation of services. We also featured on a [new podcast series](#) to showcase some of our learnings.

Senior leaders from the Foyer Fed team have shared Advantaged Thinking resources and the work of Foyers at a number of external flagship events with funders, partners and housing association directors in attendance. These included the Sanctuary Support Living Conference, New System Alliance event and TEPAS events.

Foyer Fed staff also shared key learnings from our work at sector-wide events, amplifying the voice of Foyers. This included speaking at Blagrove Trust's partner day in October and unpacking key learnings from Foyers involved in the Youth Power Fund.



ROOM D: COMMUNITY

Where we grow an Advantaged Thinking network that connects thinkers and doers, fosters learning and shares inspiration.



BRINGING OUR MEMBERS TOGETHER

We've seen a significant strengthening of our Foyer community and network over the last year with more supported housing organisations joining the network and more staff attending our events and engaging in our programme activities.

This year, our network of Foyers grew from 56 to 66. Throughout the year, we hosted a calendar of events to create space for our network to connect, learn and become inspired.

However, with the introduction of the new Ofsted regulations for 16-17-year-olds, and the future Supported Housing regulations soon to come in, housing associations will need to deal with the extra costs, knowledge and staff resources. This means we could face a significant threat to our ability to sustain and grow our network. We have taken a proactive approach by building a working group of Foyer staff to share learnings and challenges they are facing due to regulations. These sessions were attended by 37 people from 28 Foyers. We are also uniting as one Foyer movement to influence the national policy decisions through consultations and holding direct meetings with the Ofsted and Department for Education leads for the regulation. We have partnered with Homeless Link and the National Housing Federation to take a unified approach to tackling these challenges.



EVENTS

We hosted a number of network events throughout the year to build staff skills and knowledge – 62 members of staff from 24 Foyers attended. These events included:

- **Great Gathering** – where we took a deep dive into youth involvement and explored how Foyers can create a welcoming and inclusive environment.
- **Community of Practice** – where we supported staff to explore approaches to wellbeing.

“Thanks for the day, it was good to network and share good practice and feel the positivity in the room and passion for the work we all do.”



Our Strategic Partner members also attended an **Inspire Day** in November focused on building and sustaining a skilled workforce. We held a series of workshops that centred around the theme of ‘People of Purpose: building and sustaining an effective Advantaged Thinking workforce,’ and had the privilege of hosting three brilliant speakers. We’re proud to work with our Strategic Partners who share our vision for a better future for young people and have the passion to work alongside us to achieve it.

In February, 35 staff members from across 19 Foyers also gathered at our first **Community of Practice** workshops of 2024. Hosted in London and Manchester, each event supported staff to explore approaches to wellbeing. The day served as a catalyst for positive change, leaving staff equipped with practical skills and strategies not only for individual wellbeing but also for fostering a supportive team culture – paving the way for a more resilient and supportive workforce. Staff said they left feeling inspired, positive and informed.



A COMMUNITY OF LEARNERS

The project has experienced some turbulence over the past six months due to the lead staff member moving on from the role. However, there have still been many positive steps forward towards creating this community of learners. Amongst our key successes were two new local leadership teams being established, with both staff and young people at Verve Place and Coops Foyers, and working with young consultants directly. For the latter, the Foyer Fed has worked directly with a number of young consultants to produce their own courses which will be relevant and accessible to users across the network.

We also launched eight high-quality Advantaged Thinking courses. These are our first courses on the ATLC and are acting as examples for both us and local leadership groups. We have also worked with the Totara team to produce a series of 'how to' courses in order to upskill others on using the platform, which are now available for all users.

Finally, we have made steps to work in a more efficient way across the wider Foyer Fed team. For example, young consultants who have sat on panels to award funding have started creating a 'Being on a youth decision-making panel' course on the ATLC, which future panellists can access as a learning resource.



FEEDBACK FROM OUR MEMBERS

Our February 2024 [membership survey](#) gave us lots of valuable insights into what our network values and where we might improve or add to our offer. 16 Foyers from our membership responded. Overall, we found that the level of support needed is increasing, as is the diversity of young people's needs. This is an important consideration for the type of opportunity we offer, the level of investment we require, and the amount of flexibility we can build in. Foyers also shared that they are facing an increasingly tough environment due to new regulations, ever-tighter budgets and increasing levels of support required by young people.

When asked about challenges with the Foyer Fed, responses fell into three main areas. The first was competing priorities for the FOR Youth accreditation and regulatory demands such as Ofsted. We are currently in the process of redesigning our accreditation journey to reduce the time requirement for staff. The second was accessibility of events, and so, in 2024-25 we will have a refreshed member offer factoring in this challenge. Finally, there were some worries that the level of aspiration the Foyer Fed holds is not always reflective of the reality services face. This is feedback we're embedding into our newly designed accreditation, membership offer and programmes for next year.

We also introduced relationship managers for all of our Foyers this past year. Relationship managers act as the key point of contact for the

Foyers they are assigned to, staying in touch on a regular basis, and building and maintaining strong relationships. We are looking to ensure that all of the Foyers are getting the most that they can from us, have a chance to air any questions or concerns and are happy with the Foyer Federation offer.

"I value being a member, the networking, resources, accreditation gives us a focus and direction."

We received 115 responses from 23 Foyers to our Big Questions November/December 2023 survey. When asked about working with staff, young people told us that feeling safe and supported is the most important thing, emphasising the importance of building trust. A massive 98% also said they were interested in contributing to leadership in the Foyer, with 69% wanting to be involved in decision making, taking on a specific responsibility or working together with a leadership group of other young people.



Thank you

A big thank you to our members for standing united with us as we grow an Advantaged Thinking vision and movement for young people. Our members are part of the following partner organisations:



Thanks to our Investor members for your ideas, support and engagement in our mission and vision:



We would also like to thank:

Paul Hamlyn Foundation, John Ellerman Foundation, Garfield Weston Foundation and **Dulverton Trust** for their core support enabling us to deliver our strategy and grow our team.

Blagrave Trust for challenging us to be creative and tip the balance of power in young people's favour – both at the Foyer Federation and in local Foyers.

The National Lottery, CHK Foundation, UK Youth and **LandAid** for enabling us to respond to the needs of our network and young people to offer support in learning, mental health and wellbeing, and the cost of living.

The 29th May 1961 Charitable Trust, John Coates Charitable Trust and **Homeless Link: A Fair Deal - Action Research Fund** for generous funding to support our strategy.

Finally **a big thanks to all the young people** we met this year and who live in Foyers for their constant inspiration and always challenging us to be stronger and more creative.

FINANCIAL REVIEW

2023-24 was a much improved year for the charity, although there remained pressure on costs and salaries. The charity managed to return a small surplus for the year of £84k – with £80k of this in unrestricted funding - compared to £49k in the previous year (overall surplus in 2023 £168,788).

Income in 2023-24 increased from £693k to £832k with £452k of this restricted funding. Restricted expenditure was less than funds received, and so restricted funds ended the year at £123k. All of which the charity expects to spend in 2024-25.

On 31 March 2024 The Foyer Federation had Restricted Reserves of £123K. Unrestricted Reserves stood at £294K.

We have a budget for 2024-25 which shows a small surplus, a revised strategic plan is in process and may change the organisation in 2024-2025.

GOING CONCERN

The Board of Trustees has reviewed the financial position and consequently believes there are sufficient resources to manage any foreseeable operational or financial risks. The board therefore considers there is a reasonable expectation that Foyer Federation has adequate resources to continue in operational existence for at least a year from the date of signing this Trustees' Report and Accounts and for the foreseeable future. For this reason the board of Trustees continues to adopt the going concern basis of accounting in preparing the accounts.

Income in 2023-24 increased from £693k to £832k with £452k of this restricted funding. Restricted expenditure was less than funds received, and so restricted funds ended the year at £123k. All of which the charity expects to spend in 2024-25.

POLICIES, PROCEDURES AND RESPONSIBILITIES

The following policies and procedures were drafted, reviewed and approved by the Board of Trustees

during the period: Anti-Bribery and Money Laundering Policy, Compliments, Complaints & Comments Policy, Conflict of Interests Policy, Equality, Diversity & Inclusion Policy, Expenses Policy, Health & Safety Policy, IT Security Policy, Redundancy Policy, Reserves Policy, Safeguarding Policy and Procedures and Sick Absence Policy.

FUNDRAISING STATEMENT

The Foyer Federation recognises that, in accepting funding from statutory bodies, it must consider the policy implications and obligations that might be tied to it and ensure that these do not contravene the aims of The Foyer Federation. The Foyer Federation can seek to raise funds from a series of charitable Trusts and Foundations, but recognises that, simply because these have been registered with the Charity Commission does not mean that they are ethical givers. The Foyer Federation therefore does not accept money from any charitable Trust if it is a requirement of grant receipt to advertise any company or organisation whose activities run contrary to the Foyer Federation's aims.

The Foyer Federation will maintain accountability and open and honest relationships with all its partners, by regularly monitoring and evaluating its work. This statement of policy is meant as a working guide for the Foyer Federation. Any final decisions will be governed by the Board of Trustees. It is the duty of the Board to advise of any potential conflicts of interest with regards to funding or partnerships, and for the Board to act in the best interests of the Foyer Federation at all times.

PAY FOR SENIOR STAFF

The salaries of the Chief Executive and other members of the Executive are reviewed, along with those of all staff employed by the Charity, on an annual basis as the Charity sets its budget for the coming year. Salaries are benchmarked against equivalent roles in the sector, and Trustees agree the salaries of senior staff. Trustees also take an annual view as to whether to instigate a cost of living increase for all staff.

RESERVES POLICY

As part of financial management and forward planning, we do not wish to hold levels of reserves which may tie

up money unnecessarily, and limit the amount spent on the potential benefits we provide. We wish to strike a balance to protect our solvency and future activities.

We have an established agreement amongst Trustees to hold up to three months' operating costs in reserve. In addition, the Trustees may choose to set aside designated funds for a specific project or purpose for the next financial year.

We have a risk management policy and process which enables Trustees to monitor financial risk to the organisation in relation to achieving our strategic plan and operating our core offer to members and young people. Quarterly Finance, Audit & Risk Committee meetings and at least four Board meetings a year provide opportunity to scrutinise risk.

The strategic plan contains activities that cannot be met from a single year's funding, and we are developing an income generation strategy to ensure funds are there to deliver the plan. We are also alert to the possibility of unexpected risks to the charity which are monitored through the risk register.

It is the intention of Trustees to build reserves from unrestricted income. Trustees believe this to be prudent and necessary for a number of purposes:

1. To enable the organisation to continue to operate while finalising future income streams;
2. To support innovative projects which need a period of testing and development and whose outcome may support future funding bids;
3. To support the strategic direction of the charity and, where necessary, to underwrite the costs of strategic change;
4. To cover support costs and unplanned expenditure in periods when these are not covered by generated income.
5. To give Trustees time to take appropriate action if income falls below expectations;
6. To fund short-term deficits in a cash budget i.e. before a funding grant is received.

RISK MANAGEMENT

The Foyer Federation has a formal risk management process through which the major risks to which the organisation may be exposed are ranked by likelihood

and impact, culminating in a risk control document which is updated on a regular basis. The Trustees review all significant risks together with current mitigation and control actions regularly throughout the year. The Trustees are satisfied that systems have been developed and are in place to mitigate identified risks to an acceptable level.

The principal risk facing the charity is the ability to secure a stable and diverse funding base to achieve the long term strategy; increasing generated income is central to the charity's future success as well as securing corporate support and growing a donation base. A number of core and programme grants have reached the end of their 3 year period and the charity will need to replace these with new grants or broaden the income streams. There are plans in place to invest in a new Business Development Coordinator role to support traded income growth.

GOVERNING DOCUMENT

The Foyer Federation is a company limited by guarantee governed by its Memorandum and Articles of Association, adopted 29th January 1992 and amended by special resolutions passed 17th August 1994, 14th July 1998, and 19th January 2015. It is registered as a charity with the Charity Commission. Members of the Company are the Trustees of the organisation, each of whom agrees to contribute £1 towards the costs of dissolution in the event of the Charity winding up.

TRUSTEES

The Chair is appointed by unanimous agreement of the Board of Trustees. Trustees have the power to appoint other Trustees, three of whom are elected from the membership of the UK Foyer network (as distinct from membership of the Company). Trustees also have the power to co-opt additional members to fill specialist roles.

The Charity advertised roles for Network Trustees during the period. Three appointees were made during the period. The Board agreed to review its composition and to review its skills set and subsequently drafted a new role description for a Treasurer.

All new Trustees undergo an induction process which includes briefings on their legal obligations under charity law, the Charity Commission guidance on public benefit, and informs them of the content of the Memorandum and Articles of Association, the committee and decision making processes, the business plan and recent financial performance of the charity. During the induction they meet key employees and other Trustees. Trustees are encouraged to attend appropriate training events where these will facilitate the undertaking of their role.

The Board of Trustees administers the charity. The Board normally meets quarterly and there are sub-committees covering Finance, Audit & Risk and Nominations. A Chief Executive is appointed by the Trustees to manage the day-to-day operations of the Charity. The Chief Executive has delegated authority, within terms of delegation approved by Trustees, for operational matters including finance, employment, and the delivery of services to members and partners.

No Trustee receives remuneration or other benefit from their work with the charity, aside from the reimbursement of out-of-pocket expenses.

Any connection between a Trustee or senior manager of the charity and any supplier of services to the charity must be disclosed to the full Board of Trustees, as with any other contractual relationship with a related party. A formal Register of Interests is maintained and managed by the Company Secretary and is updated annually and as new interests arise. Trustees are prompted to declare interests in agenda items at the start of every committee and Board meeting. The Board of Trustees has an agreed process whereby supply contracts over a certain value must be tendered openly. In the current year related party transactions have been disclosed in note 17.

TRUSTEES' RESPONSIBILITIES IN RELATIONS TO THE FINANCIAL STATEMENTS

The charity Trustees (who are also the directors of the Foyer Federation for the purposes of company law) are responsible for preparing a Trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United

Kingdom Generally Accepted Accounting Practice).

Company law requires the charity Trustees to prepare financial statements for each 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, for that period. In preparing the 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;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity 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 charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

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.

STATEMENT AS TO DISCLOSURE TO OUR INDEPENDENT EXAMINER

In so far as the Trustees are aware at the time of approving our Trustees' annual report:

- There is no relevant information, being information needed by the Independent Examiner in connection with preparing their report, of which the charity's Independent Examiner is unaware, and
- The Trustees, having made enquiries of fellow directors and the charity's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a director in order to make themselves aware of any relevant information and to establish that the Independent examiner is aware of that information
- The Trustees have prepared the report in accordance with the special provisions relating to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

The Trustees' report was approved by the Board of Trustees.



Alastair Wilson
Trustee
Date: 26 November 2024

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE FOYER FEDERATION

I report to the Trustees on my examination of the financial statements of The Foyer Federation (the Charitable Company) for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the Trustees of the Charitable Company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

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

INDEPENDENT EXAMINER'S STATEMENT

Since the Charitable Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the Charitable Company as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or

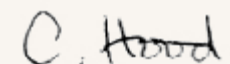
3. the financial statements do not comply with the applicable requirements of section 396 of the 2006 Act other than any requirement that the financial statements give a true and fair view which is not a matter considered as part of the independent examination; or
4. the financial statements have not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

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

USE OF MY REPORT

This report is made solely to the Board, in accordance with section 145 of the Charities Act 2011. My independent examination has been undertaken so that I might state to the Board those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Board, for my independent examination or for this report.

Signed:



Cathy Hood FCA DChA
ICAEW
137 Barlows Lane
Liverpool
L9 9HZ
Date: 27 November 2024

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total 2024 £	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	4	12,151	-	12,151	3,640	-	3,640
Charitable activities	5	369,014	451,628	820,642	299,862	389,526	689,388
Total income		381,165	451,628	832,793	303,502	389,526	693,028
Expenditure on:							
Charitable activities	6	300,932	447,367	748,299	253,939	270,301	524,240
Net income for the year / Net movement in funds		80,233	4,261	84,494	49,563	119,225	168,788
Fund balances at 1 April 2023		214,017	119,225	333,242	164,386	-	164,386
Fund balances at 31 March 2024		294,250	123,486	417,736	213,949	119,225	333,174

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies act 2006.

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Intangible assets	9		22,413		11,763
Tangible assets	10		2,070		3,901
			<u>24,483</u>		<u>15,664</u>
Current assets					
Debtors and Prepayments	11	18,289		94,833	
Cash at bank and in hand		448,343		367,848	
		<u>466,632</u>		<u>462,861</u>	
Creditors: amounts falling due within one year	12	(73,379)		(145,171)	
Net current assets			<u>393,253</u>		<u>317,510</u>
Total assets less current liabilities			<u>417,736</u>		<u>333,174</u>
Creditors: amounts falling due after more than one year	13		-		-
Net assets			<u>417,736</u>		<u>333,174</u>
Income funds					
Restricted funds			123,486		119,225
<u>Unrestricted funds</u>					
Designated funds	16		30,000		0
General unrestricted funds	17		264,250		213,949
			<u>417,736</u>		<u>333,174</u>

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 19 November 2024.



Alastair Wilson
Trustee
Company registration number 02699839

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. Accounting policies

Charity information

The Foyer Federation is a company limited by guarantee incorporated in England and Wales. The registered office can be found on the legal and administrative page. At 31 March 2024 there were 8 members (2023: 8), all of whom have undertaken to contribute £1 to the company's assets in the event of the company being wound up.

Accounting Convention

The financial statements have been prepared in accordance with the Charitable Company's [governing document], the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 Charitable Company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the Charitable Company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.1 Preparation of the accounts on a going concern basis

In order to comply with the principle of going concern, the trustees have considered at length the Charity's current and future planned business activities including uncertainty around current and future income, the current level of reserves and the principal

risks as set out in the Report of Board of Trustees. The Trustees regularly reviews the Foyer's financial forecast, adjusting it as appropriate and amending related costs as appropriate. The trustees are satisfied that the Charity will be able to operate within the level of its existing and forecast funds and reserves for the foreseeable future. As such, the accounts are prepared on a going concern basis.

1.2 Charitable funds

Unrestricted funds are available for use at the direction of the Trustees in furtherance of their charitable objectives.

Designated funds are unrestricted funds of the charity, which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.3 Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met; it is probable that the income will be received and the amount can be measured reliably. Recognition of income is deferred where condition specify that such income relates to future accounting periods. Where donors specify that funds are for specific purposes such income is included in incoming resources of restricted funds.

Donations and gifts are included in full in the Statement of Financial Activities when there is entitlement, probability of receipt and the amount of income receivable 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. Income is recognised on a receivable basis once the amounts can be measured reliably.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings.

Cost of raising funds comprise the percentage costs of a designated member of staff whose role contains funding development as well as any direct costs relating to fundraising and their associated support costs.

Expenditure on charitable activities includes the costs of all activities undertaken to further the purposes of the charity relating to the strategic vision and their associated support costs.

Allocation of support costs

Support costs are those functions that assist the work of the charity but do not undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the Charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

Irrecoverable VAT is charged against the category of resources expended for which it was incurred.

1.5 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated on a straight line basis to write down the value of the assets over their expected useful lives at a rate of 33.3% per annum.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. All assets with a life of more than 12 months over £500 are capitalised.

Depreciation is calculated on a straight line basis to write down the value of the assets over their expected useful lives at the following rates:

Leasehold improvements: Over the Lifetime of the Lease

Plant and equipment: 20% Per Annum

Fixtures and fittings: 20% Per Annum

Computers: 33.3% Per Annum

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments, including trade and other debtors and creditors are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charitable Company

is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

The Foyer Federation operates a defined contribution pension scheme for the benefit of its employees. The assets of the scheme are held independently from those of the Foyer Federation in an independently administered fund. The pension costs charged in the financial statements represent the contributions payable during the year.

1.10 Leases

Rentals payable under operating leases are charged in the Statement of Financial Activities on a straight-line basis over the life of the lease.

1.11 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.

1.12 Creditors and provisions

Creditors and provisions are recognised where the charity and group 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 discount due.

2. Judgement in applying accounting policies and key resources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. Although these estimates are based on management's best knowledge of the amount, events or actions, actual results may ultimately differ from those estimates. The trustees consider the following items to be areas subject to estimation and judgement.

3. Depreciation

The usual economic lives of tangible fixed assets are based on management's judgement and experience. When management identifies that actual useful lives differ materially from the estimates used to calculate depreciation, that charge is adjusted retrospectively. As tangible fixed assets are not significant variances between actual and estimated useful economic lives will not have a material impact on the operating results. Historically no changes have been required.

4. Donations and Legacies

	Unrestricted Funds	Restricted Funds
	2024	2023
	£	£
Donations and gifts	12,151	3,640
	<u>12,151</u>	<u>3,640</u>

5. Charitable activities

	2024 £	2023 £
FOR Youth Accreditation programme	9,961	3,000
The Ellis Campbell Foundation	5,000	-
Paul Hamlyn Foundation - Core Grant	36,240	30,000
The Listening Fund	25,000	-
Dulverton Trust - Core Grant	30,000	30,000
The Blgrave Trust - Youth Power Fund	110,200	170,000
Tudor Trust - Core Grant	-	30,000
The 29th May 1961 Charitable Trust	10,000	-
National Lottery Community Fund	113,254	87,476
John Ellerman Foundation - Core Grant	32,000	34,667
Network membership fees	105,725	89,795
Training Income	59,088	29,400
Bringing assets to life (YHG)	-	23,000
Landaid Trust	85,000	30,000
UK Youth - Thriving Minds	35,000	38,500
CHK Foundation	63,000	30,000
Investor membership fees	51,000	53,000
John Coates Charitable Trust	5,000	-
Garfield Weston Foundation	40,000	-
Homeless Link: A Fair Deal - Action Research Fund	5,174	-
	820,642	689,388
Analysis by fund		
Unrestricted funds	369,014	299,862
Restricted funds	451,628	389,526
	820,642	689,388

6. Charitable activities

	2024 £	2023 £
Staff Costs	359,990	258,172
Activities Undertaken Directly	279,131	201,814
Support Cost	107,366	62,319
Independent Examiner Fees	1,500	1,680
Bank Charges	312	255
	748,299	542,240
	748,299	542,240
Analysis by fund		
Unrestricted funds	300,932	253,939
Restricted funds	447,367	270,301
	748,299	542,240

7. Trustees

No emoluments were paid to any of the Charity's Trustees during the financial year (2023: £Nil). No Trustees were paid anything (2023: None) for attending Board meetings throughout the year. Total travel expenses reimbursed to 5 trustees during the financial year were £895 (2023: £742). No other expenses were reimbursed to one of the Charity's Trustees during the financial year (2023: £135).

8. Employees

Employment Costs	2024 £	2023 £
Wages and salaries	313,934	225,846
Social Security Costs	27,220	18,730
Other pension costs	18,836	13,596
	359,990	258,172
	359,990	258,172

The key management personnel of the charity as agreed by the trustees are the trustees and Senior Management Team, comprising the Executive Director and Non-Executive Directors. The total employee benefits of the key management personnel were £172,120 (2023 - £67,221). There is one employee who received total employee benefits (excluding employer pension costs) between £60,000-£70000. (2023: 1). The management team grew from 2 to 4 in the year. No trustee received any remuneration in respect to their services as a trustee during the year (2023: £nil).

Average number of employees during the year is 8 (2023 - 7)

9. Intangible fixed assets

	Patents & licenses £
Cost	
At 1 April 2023	14,167
Additions - separately acquired	14,800
At 31 March 2024	<u>28,967</u>
Amortisation and impairment	
At 1 April 2023	2,333
Amortisation charged for the year	4,220
At 31 March 2024	<u>6,553</u>
Carrying amount	
At 31 March 2024	<u>22,414</u>
At 31 March 2023	<u>11,763</u>

10. Tangible fixed assets

	Fixtures and fittings £	Computers £	Total £
Cost			
At 1 April 2023	620	7,694	8,314
Additions	-	-	-
At March 2024	<u>620</u>	<u>7,694</u>	<u>8,314</u>
Depreciation and impairment			
At April 2023	196	4,217	4,413
Depreciation charged in the year	124	1,707	1,831
At 31 March 2024	<u>320</u>	<u>5,924</u>	<u>6,244</u>
Carrying amount			
At 31 March 2024	<u>300</u>	<u>1,770</u>	<u>2,070</u>
At 31 March 2023	<u>424</u>	<u>3,477</u>	<u>3,901</u>

11. Debtors

	2024 £	2023 £
Amounts falling due within one year		
Trade debtors	15,820	93,099
Prepayments and accrued income	2,469	1,734
	<u>18,289</u>	<u>94,833</u>

12. Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Deferred income	14	42,993	123,490
Trade creditors		13,614	6,118
Other creditors		13,272	13,883
Accruals		3,500	1,680
		<u>73,379</u>	<u>145,171</u>

13. Creditors: amounts falling due after more than one year

	2024 £	2023 £
Bank loans	-	-

14. Deferred income

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income included within:		
Current liabilities	42,993	123,490
Movements in the year:		
Deferred income at 1 April 2023	123,490	65,057
Released from previous periods	(123,490)	(65,057)
Resources deferred in the year	42,993	123,490
Deferred income at 31 March 2024	<u>42,993</u>	<u>123,490</u>

15. Restricted Funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes.

	Movement in Funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£
The Ellis Campbell Foundation	-	5,000	(5,000)	-	-
The 29th May 1961 Charitable Trust	-	10,000	(10,000)	-	-
CHK Foundation	5,807	63,000	(67,307)	-	1,500
National Lottery Community Fund	45,217	113,254	(96,519)	-	61,952
The Blagrave Trust & Listening Fund	58,500	135,200	(137,677)	-	56,023
Landaid Trust	-	85,000	(85,000)	-	-
UK Youth - Thriving Minds	9,701	35,000	(40,690)	-	4,011
Homeless Link: A Fair Deal - Action Research Fund	-	5,174	(5,174)	-	-
	119,225	451,628	(447,367)	-	123,486

Listening Fund - grant to regularly engage with young people from across the Federation, promote good listening amongst member organisations, and to build and sustain a community of national influencers.

Blagrave Trust - Youth Power Fund: grant to fund innovation in youth power and involvement for 7 local Foyers with learning and good practice sharing between the funded cohort and to the wider network.

National Lottery Community Fund: development of an Advantaged Thinking Learning Community (ATLC) to empower young people to reflect, develop agency and progress in their life journey while contributing to the shape and quality of their service. The aim of the learning community is to increase access to engaging learning content for young people and address gaps in Foyer learning provision. We also received an in-year cost of living, one off payment from the Fund in 2023-24.

UK Youth - Thriving Minds: The aim of the funded programme named 'ReRooted' is to create the right environment for young people to flourish. Through a programme that combines skill development, practical resources and community learning, Foyer staff have the opportunity to strengthen their practice, deepen their awareness, grow their confidence, and build environments that young people can feel safe in, ready to grow.

CHK Foundation - ReRooted: See UK Youth above. This programme was funded by both CHK and UK Youth with CHK Foundation having a focus on the work with care experienced young people.

LandAid Trust - Moving on Up Fund: The Foyer Federation teamed up with LandAid Trust to provide grants of up to £1000 to young people living in our member services - supporting them to successfully transition from supported accommodation into independent living.

The Ellis Campbell Foundation: supporting the delivery of the Foyer Federation's youth leadership programme, to ensure young people are represented in positions of power across the Foyer network and support all Foyers to embed youth leadership structures and activities at a local level.

Homeless Link: A Fair Deal - Action Research Project: Working with Homeless Link to test the practicalities of implementing their recommendations following the 'A Fair Deal' research. To strengthen understanding of the practical changes organisations can make using the research recommendations.

The 29th May 1961 Charitable Trust: A contribution to the Foyer Federation's general activities

16. Designated funds

The income funds of the charity include the following designated funds, which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2023	Incoming resources	Resources expended	Balance at 31 March 2024
	£	£	£	£
Enhanced maternity pay designated fund	0	30,000	0	30,000

17. Analysis of net assets between funds

	Unrestricted Funds 2024	Restricted Funds 2024	Total 2024	Unrestricted Funds 2023	Restricted Funds 2023	Total 2023
	£	£	£	£	£	£
Fund balances at 31 March 2024 are represented by:						
Intangible fixed assets	22,413	-	22,413	11,763	-	11,763
Tangible assets	2,070	-	2,070	3,901	-	3,901
Current assets/ (liabilities)	269,767	123,486	393,253	198,285	119,225	317,510
Long term liabilities	-	-	-	-	-	-
	294,250	123,486	417,736	96,445	-	333,174

17. Related party transactions

The Foyer Federation has used the accountancy services of Social Enterprise Coalition (SEUK) since July 2019. Total charges for the same during the year amounted to £30,060 (2023: £27,750). Aberdeen Foyer - FOR Youth membership, fee received £2,400 (2023:N/A) related via elected trustee Leona McDermid. Swan Foyer membership fees and Investor fees received £9,800 (2023: N/A) related via elected trustee Louise Joseph. Your Housing Group receipt of 4 x Foyer membership fees and Investor fee totalling £15,600 (2023: £15,600) via elected trustee Andrew Ward.



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