



**City Year UK**



**REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023**

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



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# **Trustees' Report**





**WHO WE ARE**



**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
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## ABOUT CITY YEAR UK

### Our vision

City Year UK's vision is of a society where the transformative power of full-time social action in schools is an integral part of growing up in the UK; supporting every child and young person to achieve their full potential.

### Our mission

- To give every pupil the chance to succeed, by partnering with schools to coach those furthest from opportunity to achieve the social, emotional and academic results they need to progress at every stage of their education; and
- To tap into the talent, energy and idealism of diverse young adults to drive social change in education and develop the standout experience, leadership skills and networks to launch any career.

### Our Approach

We enable diverse young adults to volunteer full-time, for a year, in schools with a high proportion of pupils eligible for free school meals. They are trained and supported to inspire, mentor and tutor children of all ages to overcome social, emotional and academic barriers to learning and, by realising pupils' potential, realise their own.

Often volunteering in their own communities, our young adults gain real world experience and over 170 hours of dedicated leadership and development training. They leave with the skills and networks that set them up for life.



## CHAIR AND CHIEF EXECUTIVE'S INTRODUCTION

In its 2023 manifesto, the Fair Education Alliance stated: *"Our current system isn't giving young people from all backgrounds the skills employers need and it's not giving them a positive experience of school either."*<sup>1</sup> Youth social action offers a blueprint for a holistic response. By harnessing the talent and energy of diverse young adults as mentors, coaches and tutors, City Year UK empowers them to tackle educational inequality and bring enjoyment to learning, while serving as a launch pad for their careers. It's a win-win that builds extra capacity into our stretched schools and gives 18 to 25-year-olds real-world experience, underpinned by training and networking.

In this report, we will look at the difference City Year makes to pupils furthest from opportunity and to young adults about to start work. We'll share our progress codifying 'student success coaching' as an integrated in-school programme and how delivering that coaching provides a skills boost, with implications for improved social mobility, earnings and job and life satisfaction. Last but not least, we will show how our donors, supporters and partners amplify our impact and without whom our programme would not be possible.

Having pioneered youth citizen service in the UK since 2010, our two year pilot with UK Year of Service, offering paid work that pays back, is a perfect example. In the words of its Executive Director, Clara Goldsmith, it demonstrated *"the effectiveness of the scheme through a deep understanding of what it means to empower young people to find jobs with purpose."* Thanks to the partnership we've been able to employ 31 school service leaders in pivotal roles; creating life changing opportunities vital in the context of the cost of living crisis.

With many young adults worried about the affordability of giving a year, volunteer recruitment has been challenging. In response, we've continued to focus on enabling participation and ensuring that the capabilities mentors gain open up new possibilities and transform prospects. This year, we've enhanced both our careers pathway and wellbeing programmes, as well as trialled wrap-around support to mentors previously not in education, employment or training (NEET). We were truly honoured to be one of just 20 recipients of the Queen Elizabeth II Platinum Jubilee Volunteering Award for our work.

Aged 5 or 25, youth social action builds positive relationships, encourages a growth mindset, gives a sense of belonging, reveals strengths and breaks down barriers to opportunity. Mariyah reflects on *"the immeasurable growth that occurs when someone feels seen, heard and valued."* That relationship is reciprocal at City Year UK. It is because our mentors 'see' the pupils they support and pupils 'see' their mentors that both can achieve their potential.

Yours in service,

Jonathan Beebe, Chair of the Board of Trustees  
Kevin Munday, Chief Executive

“

*As I reflect on this experience, I am reminded of the tremendous impact that one person can have on another's life... it is the immeasurable growth that occurs when someone feels seen, heard and valued."*

–Mariyah, City Year mentor, 2021-2022  
and school service leader, 2022-2023

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<sup>1</sup> [www.faireducation.org.uk/fair-education-manifesto](http://www.faireducation.org.uk/fair-education-manifesto)



## MARIYAH AND X'S CITY YEAR STORY

**Mariyah explains how she mentored, coached and tutored a Year 10 student, X, to believe that he can succeed at school. In the process, she has become a leader.**

**"When I first met X, he was getting detentions and often suspended for persistent disruptive behaviour.** He had given up on his education and didn't have any aspirations. His attendance was dropping, leading to frustration in lessons as he didn't understand what was being taught. His behaviour was causing issues for the rest of the class and frustration and anger led to difficulties at home, as well as school.

**"Initially, we did a lot of work 1:1 and in small groups** to help with classroom expectations and to catch up on all the missed work, as well as helping with self-reflection and managing his reaction to stressful situations. Fidget toys have worked really well and he attended voluntary after-school sessions with me.

"X is much more engaged in his learning now. He comes to me with questions and advice on what he needs to do to develop further. **He is finally proud of what he is achieving, recognises his growth and looks forward to sharing his report with teachers or telling mum about the work he is doing in school.** He is a lot more positive. In the past, our Monday morning conversations were around something stressful or frustrating over the weekend but he is able to recognise and share positive experiences much more now."

### What X's teachers said:

**"X has gone from a student I felt was, to be honest, 'unteachable' to someone who we have a fighting chance with.** He has tried so, so hard with his BTEC controlled assessments and this is entirely down to the hard work and determination of Mariyah."

**"I've seen a huge improvement in his engagement in lessons and general behaviour as a result of Mariyah's hard work.** Constant communication with home, having high expectations and giving him strategies to manage his behaviours when he is being distracted have all really helped and we have started to see a huge improvement in how X is tackling school work."

### Mariyah adds:

"I started my journey with no work experience, lacking employability skills, no university degree and an overwhelming feeling of imposter syndrome. At first, my intention was simply to give back to the community and support the students with their education. Little did I know that this opportunity would become a catalyst for my own growth as a leader.

"I am grateful for the opportunity City Year has provided me to make a meaningful impact on young lives, to be a beacon of hope and to show them that they are not alone."

### City Year UK's double benefit

The support and connection that pupils need - the positive relationships, growth mindset and sense of belonging - correspond to those that help mentors to be and feel successful. As Mariyah's experience shows, by establishing a rapport with pupils and discovering their strengths, mentors often reveal their own.

**In September 2023, Mariyah started as a pastoral assistant at the same school.**



"I really like that Miss Mariyah has moved from being with City Year to now being staff. She listens to me."  
—Year 9 pupil



## THE WIDENING ATTAINMENT GAP IN SCHOOL AND BEYOND

### The Social Mobility Commission, State of the Nation, 2023

*'Socio-economic disparities start early in life, before a child starts compulsory schooling and continue during those years. This is also the case for a person's career in the labour market.'*<sup>2</sup>

Evidence shows that disadvantaged children may have been more severely impacted by disruptions in learning due to the pandemic than their better off peers:

At age 11

- In 2021-2022, more than half (57%) of disadvantaged pupils didn't achieve the expected standard in reading, writing and maths, compared to around a third of non-disadvantaged pupils (34%)
- This gap has widened since before the pandemic from 20% in 2018-19 to 23%<sup>3</sup>

At age 16

- In 2021-2022, 70% of disadvantaged pupils didn't achieve a 5 or above in maths and English, compared to 43% of all other pupils
- Since 2018-2019, the gap has widened from 25% to 27%<sup>4</sup>

Post 16

- There is a 30% gap in Higher Education participation between those from the higher professional (51%) and the lower working classes (21%). This is one of the largest class inequalities that the Social Mobility Commission reports
- Among young people with similar educational levels, there are significant socio-economic background pay gaps. Those from higher-professional backgrounds earn 18% more than those from a lower working-class background who have the same level of education<sup>5</sup>



<sup>2</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places

<sup>3</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places

<sup>4</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places

<sup>5</sup> Social Mobility Commission, 2023, State of the Nation 2023: People and places

## A YEAR OF SOCIAL ACTION WITH CITY YEAR UK

### An overview

In 2021-2022, we reported how City Year UK is **empowering** young adult mentors to tackle educational inequality; **connecting** social, emotional and academic learning in schools; **developing** the talent pool of the future; and **partnering** with donors, schools and universities to enhance our impact. That vital work continues, so this year we've retained those themes but have shifted the emphasis to highlight the interconnections that are at the heart of our programme and the synergy they create.

In the words of a former mentor, "When you work to change the life of another, it inevitably changes you."

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*Being a City Year mentor means having a voice that matters."*

—Mushtaq, City Year mentor

#### 01 EMPOWERING

diverse children and young adults through youth social action



#### 02 CONNECTING

mentors and mentees to build trust and rapport



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*My mentor helped me feel like I'm not alone."*

—Year 11 pupil

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*I've enjoyed my mentoring sessions with my City Year. He has helped me to learn responsibility for myself and understand when I'm doing the wrong thing."*

—Year 11 pupil

#### 03 DEVELOPING

and interweaving skills and social and emotional capabilities to overcome barriers to education and the labour market



#### 04 PARTNERING

with the public, private and voluntary sectors to deliver stand out opportunities in schools and career-enhancing experiences



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*I did not expect my journey and growth to be as rewarding and profound. I joined City Year with minimal confidence and I am now leaving feeling more empowered. The leadership development programme has given me multiple opportunities."*

—Simran, City Year mentor

## CITY YEAR UK 2022-2023 A SUMMARY OF OUR IMPACT

### THE NEED

*"Before City Year, I was at a critical juncture in my life where I was extremely unsure about the future. City Year presented the opportunity to be part of something so special and purposeful."*

–Mutsa Ashley, City Year mentor

*"I would like more support with my anger, social anxiety and emotions."*

–Year 9 pupil

*"I'm nervous for exams and not confident to pass."*

–Year 11 pupil



### EMPOWERING

City Year UK gave **16,216 young people**, aged 5 to 25, the opportunity to help each other achieve their potential through youth social action.

#### YOUNG ADULTS

**103** diverse 18-25 year olds **signed up to tackle educational inequality and gain skills for their future careers:**

- **96** volunteered as mentors
- **7** school service leaders on placements with UK Year of Service

#### PUPILS

From **21** schools across London, the West Midlands and Greater Manchester

**868 focus list pupils** aged 5-16 chosen by schools to receive regular 1:1 support

**16,113 pupils** benefited from mentors' wider contribution to a positive learning environment



#### ABOUT CITY YEAR MENTORS:

**19%** had been eligible for free school meals

**10%** were not previously in education, employment or training

#### Education

**75%** university placement

**15%** graduates

**10%** school / college leavers



#### Ethnicity

**39.5%** Asian

**38%** White

**18%** Black

**3%** Dual

**1.5%** Other



#### ABOUT FOCUS LIST PUPILS:

**58%** eligible for free school meals

**65%** eligible for pupil premium

**37.5%** special educational needs

**24%** English as a second language

**2.5%** looked after children

**41%** struggled with English

**38%** had a social, emotional or mental health need

**37%** struggled with maths



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### CONNECTING

By serving full time for a year in classrooms, corridors, clubs and playgrounds, mentors built a trusting, professional rapport with pupils. That relationship was the secret to their success in school and provided the foundation for their own personal and professional growth.

Each mentor typically gave **1,365 hours** of service in school over the 2022-2023 academic year.



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*My mentor is a very good and nice person. He helps me with my work and to behave a lot. He takes me out of lessons when I'm struggling and comes into my lessons when I need help with my work and behaviour.*  
–Year 8 pupil

*"My role as a mentor has allowed me to play an instrumental role in the lives of my students. I have challenged them to be the best version of themselves, imbued them with self-belief, been there to make a safe space and encouraged them to fulfil their potential. While it has sometimes been an uphill battle, seeing my mentees succeed has been a fantastic reward. I have not just changed my students but this experience has changed me for the better."*  
–Mutsa Ashley, City Year mentor



### DEVELOPING

Pupils were tutored, coached and mentored to develop and integrate social, emotional and academic skills while mentors gained the transferable skills for any career.

#### MENTORS:

Each mentor received:

- **11 days** of training to get them started
- **year-long** support and development from City Year staff in school
- **170 hours** dedicated to their personal and professional development:

- a personal development plan
- own career mentor
- cross-sector career exploration
- access to new networks
- CMI Level 3 opportunities in Leadership and Management and Coaching and Mentoring



#### PUPILS:

Together, City Year mentors ran **347** different school-based clubs or initiatives encompassing:

- curriculum support: **47%**
- extra curricular activities: **30%**
- school community support: **16%**
- 1:1 coaching: **7%**

Mentors were integral to the school day from breakfast clubs to breaktime duty; coding to catch up; multi-sports to maths; school trips to study club; and parent engagement to pastoral support.

*"I had no idea how much I could change in a single year. I have gained numerous talents and matured as a person. If you asked me if I would recommend anyone to do a placement, I would say yes, GO FOR IT!"*  
–Nazia, City Year mentor


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*Students enjoy the trust and the input from City Years. There have been strong relationships formed which have helped students both academically and pastorally.*  
–Year 10 teacher

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OUR IMPACT	
End of year outcomes	
<b>MENTORS</b> <b>Transferable skills:</b> <b>self-motivated: 98%</b> 'can set their own goals' <b>teamwork: 95%</b> 'work well with others' <b>recognise strengths: 95%</b> 'can choose a career that fits with what they're good at' <b>reflective: 90%</b> 'can learn from mistakes'	<b>FOCUS LIST PUPILS</b> <b>Progress by key indicator</b> Of focus list pupils categorised as at risk of not realising their potential because of: <b>attendance*: 43%</b> improved <b>behaviour: 66%</b> reduction in negative incidents <b>curriculum attainment: 75%</b> improved or maintained in maths and English
<b>CAREER READY:</b> <b>97%</b> believe they 'will be successful at interviews' <b>92%</b> 'can write a strong CV' <b>89%</b> 'can give a formal presentation' <b>95%</b> of mentors in further education, employment or training within 3 months of completing City Year UK	<b>PUPILS' PERSPECTIVE ON CITY YEAR:</b> <b>94%</b> 'mentors help me understand school work' <b>92%</b> 'mentors help me build good relationships with teachers' <b>90%</b> 'mentors help me build good relationships with other students' <b>90%</b> 'mentors help me enjoy school'

\*Studies have highlighted how the rate of absence in schools has increased significantly since the pandemic.<sup>6</sup>



## PARTNERING

Our partners make City Year UK possible. Thank you

<b>21 schools</b> across London, the West Midlands and Greater Manchester	68 placement students from <b>32 universities</b> served as mentors	<b>7</b> school service leaders on placements with <b>UK Year of Service</b>	
<p><i>"UK Year of Service unlocks the power of the next generation to help solve some of our toughest challenges, putting them into paid positions of work and helping communities where the needs are greatest. The school service leaders who completed their UK Year of Service with City Year UK provided invaluable coaching and support to students within the schools where they were placed. City Year UK has been a vital partner for UK Year of Service during this pilot phase, demonstrating the effectiveness of the scheme through a deep understanding of what it means to empower young people to find jobs with purpose."</i></p> <p>–Clara Goldsmith, Executive Director, UK Year of Service</p>			
<div>  <div> <b>53</b> corporates, trusts, foundations, individual and family donors provided financial support and engagement critical to our impact </div> </div>			
<div>  <div> <b>1,619</b> pro bono hours in support of <b>mentors</b> </div> </div>		<div> <b>299</b> pro bono hours to provide <b>pupils</b> with outstanding opportunities </div>	
industry exploration days	interview and CV skills workshops	mini marathon running	art with the National Gallery
learning from leaders	a mentor for each of our mentors	digital skills and app design	employability skills workshops
<p><i>"The City Year mentors truly are an inspiration, the work they do has a real impact on young people and it's a privilege to watch them make a difference."</i></p> <p>–Ana Carolina Santos, Vertex Foundation Board Member</p>			

<sup>6</sup> House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils





**WHAT  
WE'VE  
ACHIEVED**



## DEVELOPING THE WORKFORCE OF THE FUTURE

Despite the tight labour market, securing a positive first step on the job ladder is still a challenge for many young people. Earlier this year, the Institute for Employment Studies found that around a fifth of employers did not hire from the 22-25 age group and two-fifths didn't hire anyone aged 18-21. Just over a quarter hired younger workers because it's more affordable, with interviews recording that it was often into low-skilled and low-paid jobs. Obstacles were identified as a lack of skills (42%), lack of experience (36%) and a lack of confidence (34%).<sup>7</sup>

Too many young people continue to face the catch 22: no skills, no job; no job, no skills but for others, the danger has become: no skills, dead-end job; dead-end job, no skills. According to the Skills Builder Partnership, once in work, 46% of young people felt able to regularly build their essential skills but nearly the same proportion (45%) did not.<sup>8</sup>

### Making the case for youth social action

*"Challenges with recruitment were one of the key issues facing employers in 2022... investing in the young workforce is an intrinsic part of the solution."*

–Institute for Employment Studies<sup>9</sup>






The urgent need for programmes like City Year UK, which help diverse young adults bypass the 'skills trap' of low pay and low prospects and lead to 'good jobs', is clear. However in 2022-2023, the cost of living crisis hit our mentor recruitment. We dipped from 105 full-time volunteers in 2021-2022 to 96 and of those not completing the programme, nearly 1 in 5 gave finances as the reason.

*"The cost-of-living crisis was the biggest concern for students, with 7 in 10 students (69%) worrying about money either daily or weekly."*

–Cibyl, September, 2023<sup>10</sup>

In response, we've:

 <p>introduced new approaches to broaden participation and increased financial support available, including hardship grants</p>	<p>widened our range of university partnerships; working with 32 higher education institutions to offer student placements</p> 	<p>incorporated feedback from mentors to inform our leadership and development programme and careers pathway</p> 
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<sup>7</sup> Institute for Employment Studies, 2023, Bridging the Gap: Making young people a vital part of every workforce

<sup>8</sup> Skills Builder Partnership, 2021, Better Prepared, Essential skills and employment outcomes for young people

<sup>9</sup> Institute for Employment Studies, 2023, Bridging the Gap: Making young people a vital part of every workforce

<sup>10</sup> <https://www.cibyl.com/cibyl-insights/how-is-the-cost-of-living-crisis-impacting-student-and-graduate-choices>

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### Developing our Careers Pathway programme

*"City Year gave me the chance to grow both personally and professionally and it was clear from my first interview that they were willing to invest in my development as a leader. This was exactly what I wanted: to develop more well-rounded skills and build my confidence."*

–Hope, City Year mentor, 2021-2022 and school service leader, 2022-2023

Our aim is to ensure that City Year is accessible to diverse young people and that giving a year is worth their investment. Our mentors need to have the confidence that they'll gain the right skills and opportunities for their journey into worthwhile employment.

<b>Steps to improve take up of the mentor role</b>	<ul style="list-style-type: none"> <li>- deepened our understanding of the target market</li> <li>- re-stated our case for City Year as a stand out option post-18, post-university or for a student placement</li> <li>- piloted targeted, holistic support for NEET young people</li> </ul>
<b>Value added to accelerate career progression</b>	<ul style="list-style-type: none"> <li>- goal not just to get a job but to get a better job</li> <li>- additional CMI Level 3 qualification</li> </ul>
<b>Improved access to business and employer engagement</b>	<ul style="list-style-type: none"> <li>- focused post-pandemic on providing in-workplace visits</li> <li>- partnered with a broader range of industries</li> <li>- introduced paid internship opportunities post City Year</li> </ul>
<b>Future plans</b>	<b>In 2023-2024, in response to the cost of living crisis:</b> <ul style="list-style-type: none"> <li>- increasing mentor expenses by 25%</li> <li>- piloting part-time service model</li> </ul>
	<b>Longer term:</b> <ul style="list-style-type: none"> <li>- aspire to provide end of programme grants to support mentors' progression</li> <li>- continue to campaign for better recognition of UK Year of Service and provision of minimum wage</li> </ul>

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## Measuring our impact with the Skills Builder Partnership

*"The mission of the Skills Builder Partnership is to ensure everyone builds the essential skills to succeed. Higher levels of essential skills means people are less likely to be unemployed and they have higher levels of wellbeing. But we also know that opportunities to build these skills effectively are limited, particularly for individuals starting from a position of disadvantage and from underserved groups.*

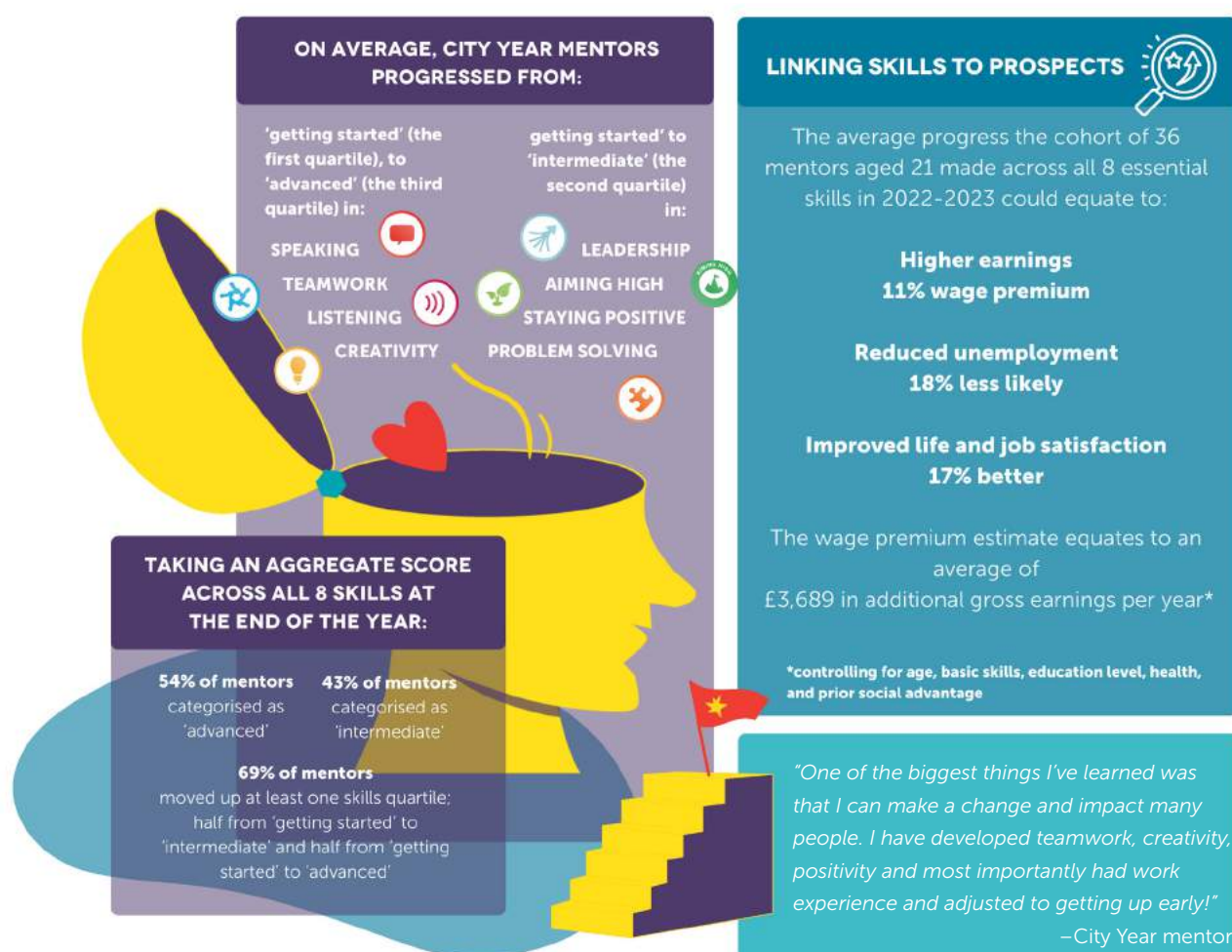
*"Skills Builder are delighted to be working with City Year UK to provide mentors with opportunities to effectively build essential skills. These young people are supported brilliantly to identify their strengths and areas for development, to reflect on the essential skills they are building throughout the programme, and to track and celebrate the progression they are making. The leadership and development programme has achieved a Skills Builder Impact Level 4, the highest level that can be achieved, because it supports the mentors in setting goals for the skills they want to develop and, after the programme, to track and quantify the progress they have made."*

–Tom Varley, Impact Organisations Manager, Skills Builder Partnership

In 2022-2023, our mentors made significant gains across all 8 essential skills defined by the Skills Builder Partnership as the highly transferable skills that you need to do almost any job. 'Listening' showed the highest overall rating and 'speaking' registered the greatest improvement. The measurement tool is based on self-assessment but every mentor cross references their scores with their school's City Year staff member to ensure a robust rating.

## Linking skills to prospects

Research by the Skills Builder Partnership has correlated those with higher skills with improved social mobility, employment, earnings, job and life satisfaction.<sup>11</sup> Using their calculator<sup>12</sup>, we can estimate potential life outcomes for specific age groups, linked to the skills they gained during their City Year.





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### Leadership and development programme highlights 2022-2023

#### Activity

##### Career ready day

**84%** enjoyed it 'a lot'

##### Interview with a corporate partner

**83%** found it very useful for personal and professional development

##### CMI Level 3 in Leadership and Management

**94%** passed

**74%** agreed it had enhanced their skills

#### What mentors said:

*"A really well organised and enjoyable day with plenty of opportunities to network, learn, set goals and reflect."*

*"Insightful and gave me a greater awareness of the best approaches to interviews."*

*"I have learnt a lot about the theories of leadership and management. I used to think that I wouldn't be able to lead because of my shyness but I think that I could use these going forward."*

*"Communication skills, leadership and management, independence and initiative, creativity, persistence and dedication, time management, attendance and punctuality are all strengths now thanks to City Year."*

–City Year mentor



### New additions for 2022-2023

##### CMI Level 3 in Coaching and Mentoring

**91%** agreed that the qualification would help them in their role

**80%** felt it was relevant to their future career aspirations

*"I've gained new ways of dealing with situations with focus list pupils, how feedback works both ways, how to set goals and different coaching and mentoring techniques that I otherwise wouldn't have known about."*

##### New networks and internships

**70%** learnt 'a lot' at their industry visit

**66%** said it 'exceeded' expectations

**3** mentors benefitted from summer internships

*"I enjoyed the fact that we got to talk to the people working in the field, that we got to explore the industry through discussion."*

*"The internship went super well. I really enjoyed it and will definitely take a lot away from it."*



## OUR HOLISTIC IMPACT IN SCHOOLS

### The case for coaching more than catch up

*"The Fair Education Alliance is clear that our education system is not working for every child and needs longer-term systemic changes. If the core purpose of education is to prepare every young person, no matter their background, for work and life, we believe we must value their wellbeing, skills and inclusion alongside academic attainment."*

–The Fair Education Alliance<sup>13</sup>

The Fair Education Alliance highlights how education should be fostering "a sense of belonging and opportunities to develop... passions." Instead, we are seeing worsening wellbeing and disengagement as social and emotional needs go unmet<sup>14</sup>. In the autumn term of 2022, persistent absence rose to 24%<sup>15</sup> and focus groups conducted by the Centre for Social Justice (CSJ) found that anxiety is the biggest driver<sup>16</sup>.

Over 1 in 6 children aged 7-16 had a probable mental health disorder in 2022, up from 1 in 9 in 2017. They are less likely to feel safe at school, report enjoyment of learning or having a friend for support.<sup>17</sup> The CSJ heard the need for a greater focus on mental health and wellbeing and the value of a whole-school approach, which puts the child at the centre. Focus group participants added: "Young people need an adult to confide in who they can trust." They highlighted the benefits of a third party, separate from school and home.

City Year UK's role in school has always been to provide just such holistic support and our programme is evolving to ensure that we provide an intentional counter to the attainment gap in the context of these broad and magnified challenges.

Based on feedback and experiences of practitioners and partners in the UK and US, we have developed a *student success coaching* framework so that our mentors continue to be embedded in schools and remain central to creating welcoming, safe and engaging learning environments where all pupils can thrive.

### Student success coaching

*"I have seen clearly that children aren't absent from school because they don't want to learn. On the contrary they are desperate to learn but every day thousands of children find themselves without the support that they need to engage in education and attend school."*

–Dame Rachel de Souza, Children's Commissioner for England<sup>18</sup>

Key to student success coaching is the connection between mentor and pupil. All other drivers contribute directly or indirectly to this developmental relationship, underpinned by trust, genuine care and belonging. Mentors challenge pupils to take accountability for their own growth, involve them in decision making and expand their sense of what is possible, while providing support and understanding. Crucially, a mentor is someone to talk to who isn't a teacher and can elevate pupil voice to school staff.

*"[Pupil] speaks openly with her mentor about her worries and struggles. They are working on her aspirations and giving her purpose behind what she is doing. [Pupil] trusts her mentor and this support helps her to engage more positively in her lessons."* –Teacher

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13 Fair Education Alliance, 2023, Fair Education Manifesto: achieving a fair education in England

14 Fair Education Alliance, 2023, Fair Education Manifesto: achieving a fair education in England

15 House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils

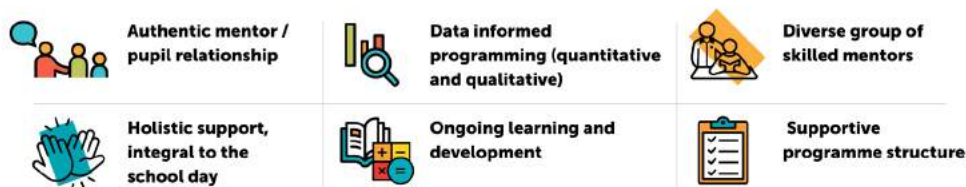
16 Centre for Social Justice, 2023, Lost and Not Found; How severe absence became endemic in England's schools

17 Centre for Social Justice, 2023, Lost and Not Found; How severe absence became endemic in England's schools

18 House of Commons Education Committee, 2023, Persistent absence and support for disadvantaged pupils

## Student success coaching with City Year UK

### THE 6 COMPONENTS



### THE 3 FUNDAMENTALS



### Additional key programme developments in 2022-2023

Tailoring our model to best meet need	Timely data to inform provision
Updated menu of support for schools to ensure we offer the right interventions for their pupils and fill gaps in provision	Improved reporting; termly sharing of data on the difference we make to pupils, to inform planning for subsequent terms

### School snapshot: Bolton St Catherine's Academy

Our partnership highlights how mentors combine support for the whole school community and individual pupils.



#### WHOLE SCHOOL SUPPORT

*"I would just like to say thank you to the City Year team for getting involved in the whole academy life, rather than only completing their own activities. It makes a difference every day. It builds the profile of City Year and ensures the students see the City Year team as members of staff. Their input is invaluable, and we love having them around!"*

–Samantha Cass, Headteacher's PA

Alongside supporting focus list pupils, City Year mentors:

- helped with breakfast club
- were a presence in corridors between classes
- ran study groups
- supported the pastoral team to meet the needs of specific year groups
- engaged with parents through phone calls and parents' evenings



The City Year team organised an event in collaboration with the [Collective Futures Project](#)<sup>19</sup>, giving all Year 10 pupils the chance to attend talks and workshops on topics ranging from gender equality to diversity and representation.

*"[City Year mentor] has consistently reinforced classroom expectations. He will often encourage and support positive behaviour whilst I continue to teach. He makes a huge difference to the lesson."*

–Teacher

**100%** of teachers agreed or strongly agreed that the Year 7 focus list pupils had shown improved behaviour in lessons with their mentor's support.



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## INDIVIDUAL PUPILS

### Aiding attendance



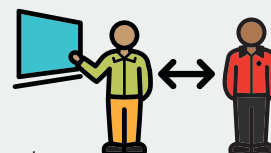
A was shy and reserved. She had been persistently absent due to issues last year and refused to commit to coming back full time despite a lot of school support.

A's City Year mentor:

- initiated 1:1 check-ins every morning
- supported her in, and between, all lessons

*"The support A has received has encouraged her to attend school more frequently and she is now back to full time. This is hugely helping her maths progress."* –Teacher

Between the end of the 1st term and end of the 2nd, A's attendance improved by **44%**.



### Encouraging engagement

*"When I first met B, he was shy, spoke quietly and had little to say in class or 1:1. He wouldn't ask for help. He doubted his abilities."*

–City Year mentor

B's mentor paired him with other pupils for mentoring sessions, working on **relationship skills** and **social awareness**



B took part in activities through City Year's partnerships:

- attended an employability skills workshop delivered by DHL. Spoke to visitors and in front of the group
- was invited to join an app design project. Did extra work at home, liaised with other pupils and presented to judges

*"A big thank you for all the support you have given B. We really appreciate it and can see his confidence growing."*

–B's parent

## Measuring social and emotional skills

Student success coaching integrates social and emotional skills building from the beginning. Mentors offer broad provision during lessons, clubs and at break time and are trained to observe pupils across 8 competencies using the Devereux Student Strengths Assessment (DESSA). The appropriate support is then tailored to each child depending on whether they are rated as showing 'strength', are 'typical' or in 'need.'



Self-Awareness



Self-Management



Social Awareness



Relationship Skills



Goal-Directed Behavior



Personal Responsibility




Decision Making




Optimistic Thinking

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 <b>446 focus list pupils observed during 2022-2023, with strongest progress made in:</b>				
	<b>self awareness</b>	<b>optimistic thinking</b>	<b>personal responsibility</b>	<b>relationship skills</b>
<b>'typical'</b>	71% (up from 47%)	70% (up from 44%)	66% (up from 46%)	70% (up from 52%)
<b>'strength'</b>	9%	10%	7%	12%

Research in the US also points to the importance of the composite measure to pupil outcomes<sup>20</sup>.

 <b>Focus list pupils' composite outcomes by band, 2022-2023:</b>		
<b>'need'</b> fell from 233 to 94 pupils (21% of focus list)	<b>'typical'</b> up from 179 to 327 pupils (73% of focus list)	<b>'strength'</b> up from 4 to 25 pupils (6% of focus list)

<sup>20</sup> [https://www.cityyear.org/wp-content/uploads/2020/05/EGC\\_CityYearReport\\_BalfanzByrnes.pdf](https://www.cityyear.org/wp-content/uploads/2020/05/EGC_CityYearReport_BalfanzByrnes.pdf)



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## OUR ORGANISATION



### Key achievements in 2022-2023

Investment in staff	Investment in systems
20 staff engaged in apprenticeships and other training to achieve work-based qualifications ranging from Level 3 in finance to postgraduate degrees in business administration.	Ongoing investment in improved data systems, including the appointment of an additional performance analyst. Initiated implementation of new fundraising and finance systems.

*"Between April and June 2023 I had the opportunity to complete a very insightful Mini MBA in Marketing course that not only validated my strategic thinking but also provided me with new tools and knowledge applicable in my day to day work. I am thankful to City Year for creating the space for me to take this online course, ensuring that I have the flexibility needed for a healthy work-study-life balance."*

–Ruxandra Connolly, Head of Marketing and Communications



### Focus on mental health and wellbeing

City Year has been described as 'a challenge like no other' and we recognise that it's often the hardest thing our mentors have ever done. Equally, our staff work extremely hard, in and out of school, to support them.

Since 2021, we've made significant progress against our objective to have a responsive and diverse wellbeing programme where specific factors such as inclusion, team dynamics and manager support have an impact:

<b>Monitoring wellbeing</b> Annual staff and mentor surveys have delivered robust data showing strengths and signposting gaps requiring provision.	<b>Wellbeing training and support</b> Adapted according to needs identified by survey. Initiated a variety of interventions including workshops on wellbeing and resilience.
<i>"It was great to hear about new strategies to use for myself, like refocusing your mind, but also for my focus list pupils in 'check ins'."</i> -City Year mentor	
<b>Self-care days</b> 2 self-care days a year for staff and mentors.	<b>Connection</b> Additional staff 'get togethers' and monthly 'drop in' sessions.
<b>4 out of 5</b> mentors said their self-care day recharged their energy	
<b>Work / life balance</b> Supported working practices that encourage better boundaries.	<b>Access to Plumm for mentors and staff</b> Introduced a digital mental health support platform with a global network of accredited therapists.



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We believe that by genuinely promoting wellbeing, we are more likely to create an organisation where everyone is able to give their best, to be committed to our vision, to feel valued and supported and to have a positive sense of their own wellbeing.

<b>Staff and mentor satisfaction with City Year UK in 2023:</b>		
<b>Mentors:</b>	<b>School based staff</b>	<b>Non-school based staff</b>
<b>90%</b> satisfied with their City Year (up from 82%)	<b>89%</b> satisfied with their job (up from 73%)	<b>75%</b> job satisfaction had improved or stayed the same (up from 59%)
<i>"[City Year staff] are always reminding us that they are there for us and... will happily help us with any issues we have."</i>	<i>"My line manager is always supportive of my work and regularly thanks me for what I put in. "</i>	<i>"The well-being sessions have been brilliant... the techniques, plus the monthly check-ins, have enabled me to keep on top of my mental health. I'm very grateful."</i>





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## PARTNERSHIPS WITH PURPOSE

City Year UK is built on partnerships. Alongside financial support, shared connections and skills lead to collaborations that can be transformative for our young adult mentors and the pupils they support.

### Raising our profile and partnering for change in 2022-2023:

The Rt Hon. Lord Blunkett hosted a reception at the House of Commons on behalf of City Year UK. The theme, 'Investing in Young People', shone a spotlight on sector partnerships and our collective impact with UK Year of Service.	53 corporates, trusts, foundations, individual and family donors provided financial support and engagement critical to our impact. Thank you.
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### Building bridges between business and young people

A key part of City Year UK's role is to bring businesses together with young adults to open doors to opportunity. One way we do that is by pairing each mentor with their own mentor (known as a Bridge Builder) from a professional background, who offers a sounding board throughout the year on everything from career options and goals to CV development and interview skills.

Bridge Builders 	Companies represented 	Total hours volunteered 
<b>89</b>	<b>15</b>	<b>1,157</b>

### Kev and James' Bridge Builder story

Kev O'Shea, Senior QRA Manager at DHL and City Year Bridge Builder:	James, City Year mentor:
<p>"Visiting James at his school and seeing him in action was a real eye opener. He is full of empathy and the kids he works with really listen to him, plus he has the patience of a saint. We also visited a DHL site where James got to see first hand how we operate. He was given so much time by the site leaders and impressed them with his professionalism and values.</p> <p>"The real highlight of the year was being invited to attend and be part of the UK DHL conference with James, to promote the amazing work City Year UK and DHL do. He came across exactly how he is. He really made a lasting impression... It was a very proud day for me to be part of it with him."</p>	<p>"Kev has been a key part of my City Year. From the first, he has gone above and beyond to guide and support me through challenges, as well as preparing me for my career. The site visit grew my network and opened my eyes to different opportunities.</p> <p>"Not only has Kev cared about me but he has also supported the pupils I work with. He delivered an excellent employability skills workshop at school and signed up for two more. We meet regularly, covering help with CMI or my university assignment, discussing careers and building my skills in the workplace. Thanks to him, I have built my confidence, have a clearer idea of my career path and am better prepared with my CV and interview skills. His support has been invaluable."</p>



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### Introducing internships

This year, we were delighted to introduce paid summer internship opportunities for our mentors post City Year. The first three were thanks to our partnership with M7 Real Estate and ran for eight weeks within the company's legal, finance and IT departments. The invaluable experience gave mentors an insight into the job application process, from submitting their CV to a face-to-face interview, as well as the world of work.

### Delivering on wider participation

City Year UK is committed to recruiting mentors drawn from all backgrounds and we have been collaborating with DHL UK Foundation on a project offering a more personalised experience to a small group who were previously NEET (not in education, employment or training). The young adults were given access to additional one-to-one support from a dedicated City Year member of staff, ranging from learning and wellbeing to career advice to help them progress post City Year. Learnings have helped us shape provision in 2023-2024, including a bespoke induction and onboarding process before they join the full cohort, extra support during the year from our most experienced Bridge Builders and a supplemented professional development offer.

//

It's been really good, very insightful and the people are all very friendly! It has been a great experience and I've enjoyed learning about property investment, I even got to visit a few of the retail parks that they own which was great."


–City Year mentor and intern with M7 Real Estate

### Partnering to provide paid works that pays back



Since we started in 2010, City Year UK has been committed to demonstrating the power of youth social action to change lives through 'a year of service' and in 2021, we joined a two year pilot with NCS and 13 other charities to develop the concept through 'UK Year of Service'<sup>21</sup>.

Our partnership has enabled us to create school service leader placements across London, the West Midlands and Greater Manchester, offering 'paid work that pays back'. 24 young adults were employed in 2021-2022 and a further 7 in 2022-2023. Each supported a team of mentors and their own small focus list, as well as taking part in, and helping with, weekly leadership and development days.

 Our partnership in numbers			
<b>31</b> school service leaders	<b>87%</b> completed the year	<b>10%</b> have gone on to in-school roles with City Year	<b>1</b> employed as a pastoral assistant by their school

City Year UK also attended the Labour and Conservative Party Conferences in autumn 2022 in association with UK Year of Service. School service leader, Cory Tomlinson, joined a panel alongside MPs at the Labour Party Conference on how 'levelling up' can help to build a more socially connected Britain, while AnnMaura Connolly from City Year Inc. in the US, spoke on the importance of a year of service at the Conservative Party Conference.

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<sup>21</sup> <https://www.ukyear.com/>

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**Making change happen with UK Year of Service: Riya's story**

School service leader, Riya, felt there was something missing in her school. Despite the cultural diversity and staff's hard work, festivals and celebrations were going unacknowledged. Having had the same experience at school, she realised her role meant she could influence change. Riya planned and led two major projects and the result was phenomenal. Through food tasting and sharing, games and competitions, dance exhibitions and music, she encouraged and enabled young people and staff to celebrate and share their heritage and culture.

<p><i>"I experienced the feeling of inclusion and that I wasn't alone... being encouraged to celebrate your culture is very validating."</i></p> <p>–Year 10 pupil</p>	<p><i>"I have learnt that we are all special, even though we are from other countries."</i></p> <p>–Year 7 pupil</p>	<p><i>"I got to see teachers who looked like and dressed like me and I loved how the academy came together to celebrate how diverse our school is."</i></p> <p>–Year 9 pupil</p>
<p>Riya's achievements were recognised at the NCS UK Year of Service Future Makers Awards, 2022, where she was runner up in the Inspiring Change category and awarded 'highly commended for inclusivity aimed to promote and enhance DEI in every part of the workplace'.</p>		



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## AWARDS

In 2022-2023, we were delighted that our mentors were celebrated for their contribution to tackling educational inequality and that City Year UK was recognised for its supporting role.

Student Social Mobility Awards 2023	
<b>Shortlisted for Volunteer of the Year</b> Thomas Other City Year mentor	<b>Shortlisted for Highest Impact Widening Participation Organisation</b> For City Year UK's support of disadvantaged students

*"My shining moment was being selected to represent City Year UK at a Royal Garden Party at Buckingham Palace. We were invited after winning the Queen Elizabeth II Platinum Jubilee Volunteering Award. I will savour it for the rest of my life.*

*"All of my work, success and progress have been made possible by City Year's commitment to establishing a safe environment where I felt confident to be my authentic bubbly self and share my mental health journey and my perspective as a woman of colour."*

–Mutsa Ashley, City Year mentor





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## **FINANCIAL REVIEW**

This year, we have delivered City Year UK's programme in 21 schools across three sites and, although the fundraising context remains challenging, we were successful in continuing to grow our reserves.

The Statement of Financial Activities on page 43 of these financial statements show the impact of our careful financial management, with a surplus for the year ended 31 July 2023 of £22,691. This is the result of total incoming resources of £2,617,220 net of total resources expended of £2,594,529. Unrestricted funds at the year end were £449,983 and restricted funds were nil.

### **Reserves**

Trustees' policy is to retain a prudent level of reserves from unrestricted income to;

- Ensure that the charity can continue to provide a stable and high quality service to our beneficiaries
- Provide sufficient working capital for the planned activities for the following year
- Meet unexpected costs such as loss of key personnel, staff cover for illness, maternity or paternity leave, or the legal costs defending the charity's interest
- Invest in organisational development to support long-term stability and sustainability
- Meet all contractual liabilities, and in the event of the closure have provision set aside for redundancy costs, liabilities to creditors and any existing lease commitments
- Replace equipment as it wears out and which is not funded by restricted funds

### **Amount of reserves**

The reserves at 31 July 2023 stand at £449,983 compared to £427,292 in FY22. The unrestricted reserves after adjusting for those reserves that can only be realised by disposal of tangible fixed assets (free reserves) amount to £449,983 compared to £427,292, an increase of £22,691.

The trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is eight to twelve weeks of total expenditure. Based on budgeted expenditure for the current year, a prudent level of reserves would be between £421,637 and £632,455.

As in previous years, the trustees have set a surplus budget and fundraising plan to continue building the reserves.

### **Assessment of going concern**

In considering the likely going concern of the charity, trustees have assessed both the prospect of there being sufficient cash flow over the next twelve months to support operations, and the likelihood of being able to complete the next academic year with sufficient reserves based on current fundraising prospects. After assessing these risks the trustees feel confident that our current fundraising strategy will result in sufficient income to remain a going concern. The trustees have also set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

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**Principal funding sources**

We thank all our supporters during the year, to whom we are deeply grateful:

Alan Edward Higgs Charity  
Allan & Nesta Ferguson Charitable Trust  
Akin  
Bain Capital Europe Children's Fund  
Bank of America  
Credit Suisse EMEA Foundation  
CVC Capital Partners Limited  
Danaher Foundation  
DHL UK Foundation  
EBM Charitable Trust  
The Eveson Charitable Trust  
Goldman Sachs Gives  
Henry Oldfield Trust  
M7 Real Estate Ltd  
St James's Place Charitable Foundation  
Swire Charitable Trust  
The Roger & Douglas Turner Charitable Trust  
The Rosemarie Nathanson Charitable Trust  
The Shears Foundation  
The Vertex Foundation  
WPP

**Principal risks and risk management**

City Year UK's trustees have considered the major risks to which the charity is exposed and have reviewed those risks and established policies, systems and procedures to manage them. A risk register is updated at least annually and this is regularly reviewed to mitigate the risks the charity faces.

The principal risks are:

- Loss of funding or inability to secure sufficient funding
- Safeguarding failure for volunteers and children
- Inability to recruit sufficient schools or young people
- Reputational damage
- Breach of data security or compliance
- Loss of key personnel
- Fraud or financial mismanagement

City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made recommendations for further improvement which have been implemented. Volunteers and staff undergo a DBS check before they can take up a paid or voluntary role with City Year UK. Policies and procedures are in place to ensure compliance with the health and safety of our staff, volunteers and visitors. There are internal policies and procedures covering HR, IT, GDPR/data protection, privacy and security as well as internal financial controls for the authorisation of all financial transactions and projects.



## **PLANS FOR 2023-2024**



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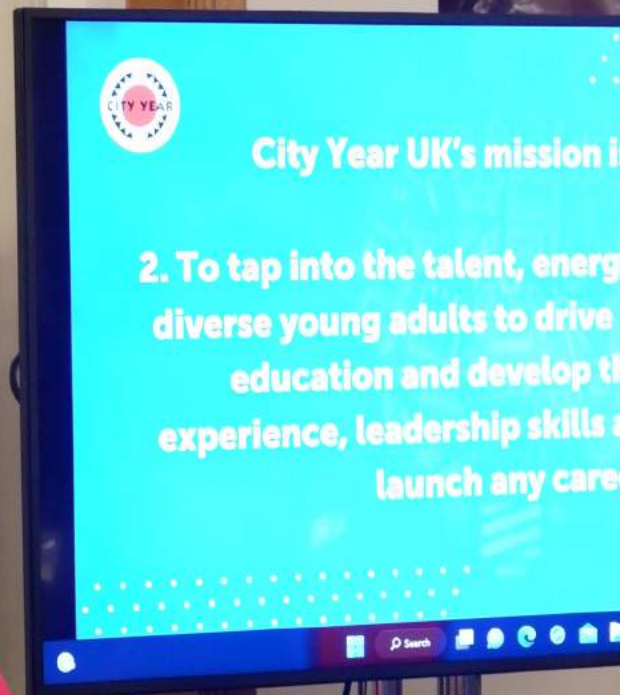
We expect our operating environment to continue to be challenging in 2023-2024. For City Year UK to be successful, we require sufficient young people to volunteer as mentors, enough schools able to make a financial contribution to the costs of the service and a community of funders who are able to meet the remainder of the costs. All are under some pressure, with the buoyant job market and cost of living challenges making it harder to attract young adult volunteers, schools still operating under budgets that are falling in real terms and donors inundated with requests for support.

City Year UK is therefore finding ways of improving its proposition to volunteers in the year ahead, including by increasing expenses by up to 25%. We have made the decision to place the volunteers in larger teams in a smaller number of schools to ensure that we are able to consistently serve more pupils that need our support the most. We will continue to trial some different approaches, such as a tailored pathway for volunteers who were previously not in education, employment and training and a part-time volunteering option that can be combined with higher education or work. We will also carry out feasibility studies into whether we should expand into new locations where there are additional volunteers and schools that we have not yet reached.

This work will be underpinned by best in class evidence on what works. We will carry out a behavioural insight study into the attitudes and beliefs of our prospective volunteers to ensure that we are effectively targeting and positioning our programme. We will launch a mentor forum so that our volunteers have a strong voice in organisational decision making. We will also continue to develop our impact measurement so as to prove and improve the difference that we make to young people.

None of this is possible without the support of our amazing community of donors and supporters. We will maintain a strong programme of employability activities so that both pupils and mentors can get exposure to the world of work. We will continue to diversify our funding sources so that we can help more young people. We will also work with the UK Year of Service campaign to secure more government support for full-time national community service opportunities.





**STRUCTURE,  
GOVERNANCE  
AND MANAGEMENT**

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### **Governing document**

City Year UK is a registered company limited by guarantee, incorporated on 17 July 2009 and registered as a charity (number 1131350) on 25 August 2009. It was established under a Memorandum of Association which defines its objects and powers and is governed under its Articles of Association. In the event of the company being wound up, members (who are currently solely the trustees of the charity) are required to contribute an amount not exceeding £10. The board of trustees together with the senior management team, are set out at the end of this document.

### **Recruitment and appointment of trustees**

The directors of the company are also charity trustees for the purposes of charity law. Under the requirements of the Memorandum and Articles of Association, trustees serve a three-year term. They can be re-elected and generally serve a maximum of three terms. The articles make provision for trustees to serve additional terms in exceptional circumstances and with the unanimous agreement of all other trustees.

During the year, three new trustees were elected for the first time and one existing trustee was re-elected for a new term. All trustees gave their time voluntarily and receive no benefits from the charity.

### **Trustee induction and training**

An induction pack for trustees is in place, and all new trustees are invited to meet with the chair and chief executive to discuss the work of the charity and in particular to be informed of:

- The obligations of trustees;
- The main documents which set out the operational framework for the charity including the Memorandum and Articles;
- Resourcing and the current financial position; and
- Future plans and objectives.

Trustees' needs are assessed on an individual basis, and training is provided if required. During the year, all trustees engaged in development sessions covering educational policy changes, trends in volunteer engagement and building a culture of equity, diversity and inclusion.

### **Organisational structure**

City Year UK has a board of trustees who meet quarterly, as well as delegating specialist matters to committees where appropriate. Collectively they are responsible for the strategic direction, policy and financial sustainability of the charity. At present, the board has twelve trustees from a variety of professional backgrounds relevant to City Year UK's work.

Recommendations on strategic direction, financial progress and day to day management of the charity's activities are delivered by the senior leadership and wider staff team.

### **Arrangements for setting pay and remuneration of key management personnel**

Pay and remuneration of the senior leadership team are set by the chief executive by reference to both internal pay scales



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and external benchmarking. This process is conducted by the trustees for the remuneration of the chief executive.

**Relationship with related parties**

City Year UK operates under an international affiliation agreement with City Year Inc., a not for profit registered in the US. The technical assistance and affiliation agreement gives City Year UK the rights to use the proven City Year Inc. programme design. The affiliation agreement came up for renewal in December 2019 and has since gone through two successful bi-annual recertification processes.

**Statement of trustees' responsibilities**

The trustees (who are also the directors of City Year UK for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice), including Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

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 those financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charity SORP
- Make judgements and estimates that are reasonable and prudent
- 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 which disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware; and
- 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 auditors are aware of that information.

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

**Public benefit**

In developing the objectives for the year and in planning our activities, the trustees have considered the Charity Commission's guidance on public benefit.

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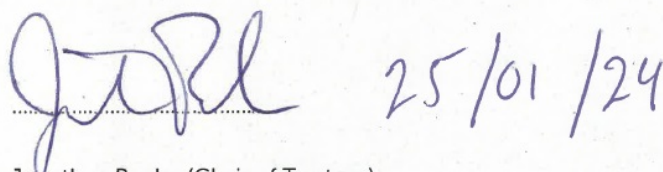
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City Year UK's purpose (as set out in the Objects of the Charity in the Articles of Association) is to promote the education of young people under the age of 25 years in the UK and to advance citizenship by the development of volunteering opportunities. The work we do in pursuit of our mission is illustrated throughout this report. City Year contributes to public benefit through both coaching students furthest from opportunity in school and supporting young adults to develop skills for life and work.

**Fundraising**

City Year UK is registered with the Fundraising Regulator and is committed to fundraising in line with the Code of Fundraising Practice in a way that is open, honest and respectful. During the year, City Year UK did not make use of any external consultants to undertake its fundraising activities. No data was shared with, or sold to, any external agencies. We did not undertake direct mail shots, send any unsolicited newsletters or approach any vulnerable individuals to support our work. A complaints policy is in place but we received no complaints during the year about any of our fundraising activities.

This report was approved by the Trustees on 25/01/2024 and signed by order of the Board.



Jonathan Beebe (Chair of Trustees)



# **INDEPENDENT AUDITOR'S REPORT**



INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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## **Opinion**

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2023 which comprise the statement of financial activities, the balance sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 July 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

## **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

## **Conclusions relating to going concern**

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

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

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

## **Other information**

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine

INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

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

- the information given in the Trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' report has been prepared in accordance with applicable legal requirements.

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

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

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

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

**Responsibilities of Trustees**

As explained more fully in the Trustees' responsibilities statement set out on page 36, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF  
**CITY YEAR UK**

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

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

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

- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied with its legal and regulatory framework, including the requirement to properly account for restricted funds, through discussions with management and a review of the documented policies, procedures and controls.
- The audit team, which is experienced in the audit of charities, considered the charitable company's susceptibility to material misstatement and how fraud may occur. Our considerations included the risk of management override.
- Our approach was to check that all restricted income was properly identified and separately accounted for and to ensure that only valid and appropriate expenditure was charged to restricted funds. This included reviewing journal adjustments and unusual transactions.

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

**Use of the audit report**

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken, so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report or for the opinions we have formed.

*Knox Cropper LLP*

*29/2/24*

Simon Goodridge (Senior Statutory Auditor)  
For and on behalf of Knox Cropper LLP, Statutory Auditor  
65 Leadenhall Street  
London  
EC3A 2AD

# **Statement of Financial Activities**



**CITY YEAR UK**  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 JULY 2023

	Notes	Unrestricted Funds	2023 Restricted Funds	Total Funds	Unrestricted Funds	2022 Restricted Funds	Total Funds
<b>Income and endowments from</b>							
<b>Donations and legacies</b>							
Grants and Donations	2	1,161,634	441,194	1,602,828	1,175,271	714,788	1,890,059
<b>Investment Income</b>		804	-	804	205	-	205
<b>Charitable activities</b>							
School Fees		1,013,588	-	1,013,588	1,213,593	-	1,213,593
<b>Total Income</b>		2,176,026	441,194	2,617,220	2,389,069	714,788	3,103,857
<b>Expenditure on</b>							
<b>Raising funds</b>							
Costs of Generating Voluntary Income		306,839		306,839	301,996	-	301,996
<b>Charitable Activities</b>							
Programme Expenses		1,846,496	441,194	2,287,690	2,053,628	714,788	2,768,416
<b>Total Expenditure</b>	4	2,153,335	441,194	2,594,529	2,355,624	714,788	3,070,412
<b>Net income/(expenditure)</b>		22,691	-	22,691	33,445	-	33,445
<b>Net Movement in funds</b>		22,691	-	22,691	33,445	-	33,445
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		427,292	-	427,292	393,847	-	393,847
<b>Funds Brought Forward</b>							
<b>Total Funds Carried Forward</b>		449,983	-	449,983	427,292	-	427,292

All incoming resources and resources expended derive from continuing activities.

# Balance Sheet

**CITY YEAR UK**  
BALANCE SHEET  
AS AT 31 JULY 2023

	Notes	2023 £	2022 £
<b>Fixed Assets</b>			
Tangible Assets	10	-	-
Investments	11	1	1
		<u>1</u>	<u>1</u>
<b>Current Assets</b>			
Debtors	12	132,742	294,236
Cash at Bank and in Hand		455,419	330,497
		<u>588,161</u>	<u>624,733</u>
<b>Liabilities</b>			
Creditors: amounts falling due Within One Year	13	<u>138,179</u>	<u>197,442</u>
<b>Net Current Assets</b>		449,982	427,291
<b>Total Net Assets</b>	15	<u>449,983</u>	<u>427,292</u>
<b>The Funds of the Charity:</b>			
<b>Unrestricted Funds</b>			
General Funds	14	449,983	427,292
<b>Restricted Funds</b>	14	-	-
<b>Total Funds</b>		<u>449,983</u>	<u>427,292</u>

Approved by the Board of Trustees on 25/01/2024 and signed on its behalf by:



Jonathan Beebe  
Chair of Trustees

Registered Company Number: 06965846

Registered Charity Number: 1131350

# **Statement of Cashflows**



**CITY YEAR UK**  
STATEMENT OF CASHFLOWS

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Net cash flows provided by (used in) operating activities	124,922	(236,394)
	<hr/>	<hr/>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	124,922	(236,394)
	<hr/>	<hr/>
Cash and cash equivalents at the start of the year	330,497	566,891
	<hr/>	<hr/>
<b>Cash and cash equivalents at the end of the year</b>	455,419	330,497
	<hr/>	<hr/>
<b>RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES</b>		
	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Net Income / (expenditure) for the financial year</b>	22,691	33,446
<b>Adjustments for:</b>		
(Increase)/decrease in debtors	161,494	(179,756)
Increase/(decrease) in creditors	(59,263)	(90,084)
	<hr/>	<hr/>
<b>Net cash provided by (used in) investing activities</b>	124,922	(236,394)
	<hr/>	<hr/>

**Notes Forming Part  
of the Financial  
Statements**

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**1. ACCOUNTING POLICIES**

**(a) Basis of Accounting**

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 second edition) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

**(b) Going concern**

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements.

In particular, the Trustees regularly review detailed cashflow projections including all expenses, expected school income and the weighted pipeline for grants and donations prepared on a bottom-up basis. They also consider the risks of schools dropping out, the pipeline not coming through and the timing of receipts from schools and donors. The Trustees, having considered the projections and risks described above have a reasonable expectation that adequate financial resource will continue to be available for the foreseeable future. Based on this the trustees have concluded that the charity remains a going concern.

**(c) Income**

Income consists of grants and donations and bank interest receivable. These are dealt with on a receivable basis, i.e., income is recognised when it becomes legally receivable. Where income has been used specifically for funding fixed assets, the income is recognised in the Statement of Financial Activities and depreciation on the fixed assets is charged against the relevant fund as it arises.

**(d) Donations in Kind**

Donations in kind are recognised both as income and expenditure where their value can be ascertained with reasonable certainty.

**(e) 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 recognised on an accruals basis. Whenever possible, expenditure is allocated direct to the activity to which it relates on an actual basis. Where actual allocation is not possible the costs are apportioned on the basis of staff costs.

**(f) Restricted Funds**

Where income is given for a specific purpose or project, the funds are treated as restricted and any surplus or deficit will be carried forward as a restricted fund until it is fully applied for the specified purposes.

**(g) Value Added Tax**

The Charitable Company is not registered for value added tax (VAT) and input tax is not recoverable. Expenditure is therefore recorded inclusive of VAT.



**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**(h) Pension costs**

The charity has a defined contribution pension scheme. Employer contributions are charged to the statement of financial activities in the period to which they relate.

**(i) Financial instruments**

The charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These are initially recognised at transaction value and subsequently valued at their settlement value.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**2. GRANTS AND DONATIONS**

	Unrestricted £	Restricted £	2023 Total £	2022 Total £
<b>Grants</b>				
London	-	24,338	24,338	291,516
West Midlands	-	60,280	60,280	238,619
Greater Manchester	-	70,394	70,394	54,886
Central costs	-	275,000	275,000	67,079
	-	430,012	430,012	652,100
<b>Other grants and donations</b>				
Gala Dinner	500	-	500	55,288
Government Kickstarter Scheme		11,182	11,182	62,688
Unrestricted	1,136,036	-	1,136,036	1,091,692
	1,136,536	441,194	1,577,730	1,861,768
<b>Donations in Kind</b>				
Staff training funded through transfer of Apprenticeship Levy	25,098	-	25,098	28,291
	25,098	-	25,098	28,291
	1,161,634	441,194	1,602,828	1,890,059

There were £25,098 in value donations in kind during FY23 (FY22: 28,291). In addition to this Akin provided space to run our Leadership Development Programme for our London based volunteer mentors on Fridays, generously giving us conference room space and breakout rooms.

Several of our funders restrict their giving either to a region or to a specific team of volunteers. We have grouped these together by region for reporting purposes and have separately shown any other restricted funds not refined by region, but by other purpose.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**3. COMMERCIAL TRADING OPERATIONS AND INVESTMENT IN TRADING SUBSIDIARY**

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operates all commercial trading operations carried out by the Charity. The Charity owns the entire issued share capital of 1 share with a nominal value of £1. The company has been dormant since September 2019. The only transaction during the year were for bank charges and interest received. In July 2023 the bank account was closed and the balance transferred to the charity in settlement of the intercompany balance.

A summary of the trading results is shown below:-

	<b>2023 Total £</b>	<b>2022 Total £</b>
<b>Summary Profit and Loss Account</b>		
Turnover	57	96
Administration expenses	(57)	(96)
Management fee paid to parent charity	(57)	(96)
Profit before taxation	-	-
Tax	(57)	(96)
Retained earnings	56	163
Retained earnings brought forward	-	-
Gift Aid Donation to Parent Charity	1	56
Retained earnings carried forward		
	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
<b>Summary Balance Sheet</b>		
Current Assets	1	1,432
Creditors: Amounts falling due within one year	-	1,365
Total Net Assets	1	67
Aggregate Share Capital and Reserves	1	67

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**4. TOTAL RESOURCES EXPENDED**

	<b>Cost of Generating Funds</b>	<b>Charitable Expenditure</b>	<b>Support Costs</b>	<b>2023 Total</b>	<b>2022 Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Direct Programme Staff		937,548		937,548	1,262,363
Non Programme Staff	298,969	-	315,736	614,705	557,156
Volunteer Expenses		430,097		430,097	564,382
Volunteer Recruitment- Salaries		129,804		129,804	112,722
Volunteer Recruitment- Other		68,992		68,992	69,573
Programme Costs		57,459		57,459	58,853
Training		84,681		84,681	85,313
Programme Design Consultancy					22,265
PPE & additional equipment to support home working due to Covid-19					225
Property & Maintenance			47,804	47,804	52,083
Staff Recruitment			48,224	48,224	30,105
IT & Telecoms			71,898	71,898	104,552
Staff Travel & Accommodation		10,777	2,116	12,893	12,444
Communications		21,439		21,439	16,115
Legal & Professional		11,700	10,496	22,196	23,570
Other Overheads			10,679	10,679	12,200
Fundraising Events	7,870			7,870	53,930
Affiliation Fee		28,240		28,240	32,561
	306,839	1,780,737	506,953	2,594,529	3,070,412
Reallocation of support Costs		506,953	(506,953)		
	306,839	2,287,690	-	2,594,529	3,070,412



**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**5. NET INCOMING RESOURCES FOR THE YEAR**

	<b>Year Ended 31 July 2023 £</b>	<b>Year Ended 31 July 2022 £</b>
This is stated after charging/(crediting):		
Auditors Remuneration	11,700	10,620

**6. STAFF COSTS**

Salaries and Wages	1,489,495	1,737,489
Social Security Costs	141,508	132,034
Pension Costs	50,774	51,967
Redundancy costs	-	10,750
	<u>1,681,777</u>	<u>1,932,240</u>

Employees who received benefits, excluding pension contributions in excess of £60,000 during the current period:

	<b>No.</b>	<b>No.</b>
£60,000 to £70,000	-	-
£70,001 to £80,000	1	1
£89,001 to £100,000	2	2

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

	<b>No.</b>	<b>No.</b>
Programme Staff	24	28
UK Year of Service: School Service Leaders	9	22
Fundraising, Administration and Support	15	19
	<u>48</u>	<u>69</u>

The charity has a defined contribution pension scheme for its employees. Since 1 April 2017 the charity has operated this on an auto enrolment basis. In the current year contributions were paid on behalf of 42 employees (2022:52). As at the year end, £9,278 was outstanding (2022: £8,105).

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**7. KEY MANAGEMENT PERSONNEL**

The key management personnel of the Charity are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any trustee of the entity. For City Year UK they comprise the Trustees and senior management team. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £310,228 (2022: £301,411).

**8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2022: none).

The following Trustees also have senior roles with some of the charity's key funders:

Patrick Flaherty	Managing Director of Credit Suisse, Global Markets Division
Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America
Sachin Jogia	General Manager, Alexa Smart Home International, Amazon
Merary Soto-Saunders	Global Head of Diversity @ CVC Capital Partners   HR & Talent Expertise
James David Terry	Partner at Akin

We received £179,532 (2022: £321,148) from Credit Suisse, £65,107.26 (2022: £79,011) from Bank of America and £30,000 from Akin (FY22: £34,800) and £160,245 from CVC Capital Partners (FY22: £0). There were no amounts due to or from these funders at the year end.

Six trustees also made personal donations to the charity during the year which amounted to £72,650 in total (2022: Nine Trustees totalling £61,798).

Trustees, James Balfanz and AnnMaura Connolly are also the President of City Year Inc and Chief Strategy Officer, respectively. City Year UK has an affiliation agreement with City Year Inc. under the terms of which the schools programme operates.

**9. TAXATION**

As a charity City Year UK is exempt from tax on income and gains to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity in the current period.

**10. TANGIBLE FIXED ASSETS**

At the end of July 2023, all leasehold improvements, IT equipment and software and furniture and fittings were fully depreciated and disposed of. The Charity did not capitalise any IT purchases or furniture and fittings during the year.

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**11. INVESTMENTS**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

**12. DEBTORS**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Due from Group Undertaking	-	1,375
Trade Debtors	98,315	190,943
Accrued Income	6,671	71,500
Other Debtors	1,275	2,579
Prepayments	26,481	27,839
	<hr/> 132,742	<hr/> 294,236

**13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	<b>As at 31 July 2023 £</b>	<b>As at 31 July 2022 £</b>
Trade Creditors	48,729	32,012
Taxes and Social Security	35,689	37,089
Other Creditors	9,278	9,105
Accruals and Deferred Income	44,483	119,236
	<hr/> 138,179	<hr/> 197,442

**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

**14. MOVEMENTS IN FUNDS**

	<b>At 1 August 2022</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	24,338	(24,338)	-	-
West Midlands	-	60,280	(60,280)	-	-
Greater Manchester	-	70,394	(70,394)	-	-
Central Costs	-	286,182	(286,182)	-	-
	-	441,194	(441,194)	-	-
<b>Unrestricted funds:</b>					
General Funds	427,292	2,176,026	(2,153,335)	-	449,983
	427,292	2,617,220	(2,594,529)	-	449,983

	<b>At 1 August 2021</b>	<b>Incoming Resources</b>	<b>Outgoing Resources</b>	<b>Transfers</b>	<b>At 31 July 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Restricted Funds:</b>					
London	-	291,516	(291,516)	-	-
West Midlands	-	238,619	(238,619)	-	-
Greater Manchester	-	54,886	(54,886)	-	-
Central Costs	-	129,767	(129,767)	-	-
	-	714,788	(714,788)	-	-
<b>Unrestricted funds:</b>					
General Funds	393,847	2,389,069	(2,355,623)		427,292
	393,847	3,103,856	(3,070,411)		427,292

Restricted funds:

The application of these funds is subject to restrictions imposed by the funders with the grants available being allocated to certain categories of payroll and administration costs or to specific activities or events as specified in the grant agreements.



**CITY YEAR UK**  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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**15. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	449,982	-	449,982
Net Assets at 31 July 2023	449,983	£-	449,983

For comparative period:

	<b>General Funds</b>	<b>Restricted Funds</b>	<b>Total Funds</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fixed Assets	1	-	1
Net Current Assets	427,291	-	427,291
Net Assets at 31 July 2022	427,292	£-	427,292



**ADDITIONAL  
INFORMATION**

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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## REFERENCE & ADMINISTRATIVE DETAILS

### Board of Trustees

Jonathan Beebe	Chair of the Board
Aliza Blachman-O'Keeffe (tenure ended December 2022)	
AnnMaura Connolly	
Matthew Davies	
Patrick Flaherty	
Charles Geffen (tenure ended December 2022)	
Kasey Hooper	
Sachin Jogia	
Joseph Knoll (tenure ended December 2022)	
Michael Lynas (joined in March 2023)	
Bethia McNeil	
Merary Soto-Saunders (joined in June 2023)	
James Terry (joined in December 2022)	
Rodney Williams	
Stephanie Wu	

### Senior management team

Kevin Munday	Chief Executive
Craig Burgess	Chief Operating Officer
Debra Burke (left in July 2023)	Director of Development and External Relations

### Auditors

Knox Cropper LLP  
Chartered Accountants  
65 Leadenhall St  
London  
EC3A 2AD

### Bankers

CAF Bank  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4TA

### Solicitors

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA

Akin  
Eighth Floor  
Ten Bishops Square  
London E1 6EG

**CITY YEAR UK**  
TRUSTEES' REPORT AND FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2023

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## GET INVOLVED

### Join us to tackle educational inequality

More than 1,500 young people have already given around 2.5 million hours in nearly 100 schools through City Year UK but there is still so much more we could achieve. See how you could get involved with fundraising and volunteering at [cityyear.org.uk/get-involved](https://cityyear.org.uk/get-involved).

### Make a donation

We are grateful for any donation you'd like to make. Visit [cityyear.org.uk/get-involved/make-a-donation](https://cityyear.org.uk/get-involved/make-a-donation) to find out more.

### Partner with us

Could your school – primary or secondary – benefit from an integrated team of dynamic, young City Year mentors? Email [schools@cityyear.org.uk](mailto:schools@cityyear.org.uk) or call 020 7014 2680.

### Support us

Are you interested in funding children to succeed at school and developing a future talent pool of diverse young people? Email [development@cityyear.org.uk](mailto:development@cityyear.org.uk) or call 020 7014 2680.

### Have a question or feedback?

Get in touch at [cityyear.org.uk/contact-us](https://cityyear.org.uk/contact-us)

### CITY YEAR UK

A COMPANY LIMITED BY GUARANTEE  
CHARITY NUMBER: 1131350  
COMPANY NUMBER: 06965846



## **We give the final word on City Year UK in 2022-2023 to...**

“

*The way that City Year is set up... it all helps your growth in a way you'd never get in a different place. You might get the skills but you wouldn't get the same view of yourself and others. You get their support, you get someone who has got your back, you get someone who's telling you how to expand and what you're doing well.”* –City Year mentor

“

*I have found that I can be a leader, City Year has really helped me see this. It is a wonderful organisation that has taught me so much in the working world. It's been an amazing year full of experience - personal and professional.”*  
–City Year mentor

“

*The City Year in my class has a gentle and natural way with all children and has put them all at ease. This in turn has enabled them to fully engage with her teaching and have therefore made great progress.”*  
–Year 4 teacher

“

*They've had a positive effect on the Year by dealing with students in a calm, rational manner. They're always great listeners and ready to help out in all situations whether that be academic, pastoral or social. They've formed good relationships with students and this has had an impact on learning and outcomes.”*  
–Year 11 teacher

“

*My mentor is very sound and has helped me enjoy school more and made an impact.”*  
–Year 9 pupil

“

*My mentor is the nicest guy I've ever met, always smiling, always joyful and always willing to help.”*  
–Year 11 pupil

### **Contact us**

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/cityyearuk

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