

CITY YEAR UK



15 Years

**2.5 million hours tackling
educational inequality**

Report and Financial Statements for the Year Ended 31 July 2024

CHARITY NUMBER: 1131350 | COMPANY NUMBER: 06965846

CREATING A COMMUNITY THAT EMPOWERS CHILDREN AND YOUNG PEOPLE TO SUCCEED

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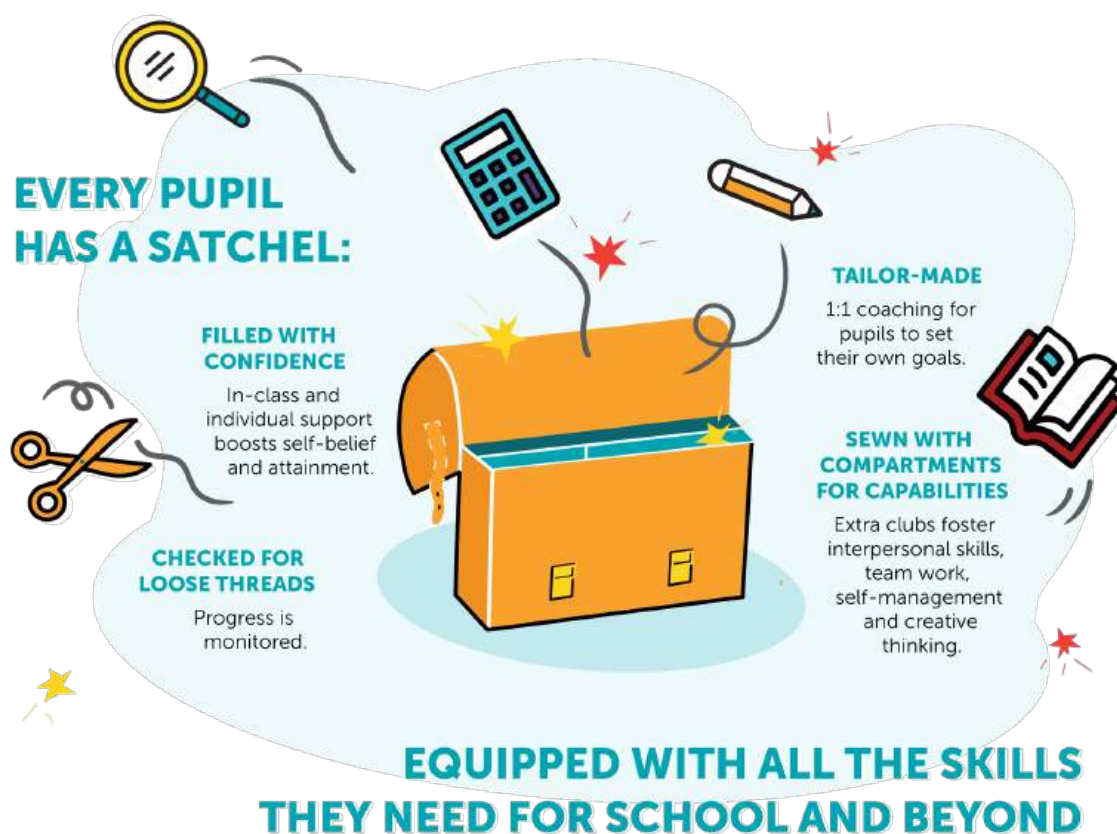
Who We Are

Our approach to tackling educational inequality

City Year UK (CYUK) is an award-winning youth and education mentoring charity with a mission to create an equitable future for all. Founded in 2009, we improve the life chances of children furthest from opportunity, while empowering young people from different walks of life to be future leaders and exemplars of the power of social action. We do this by:

- Recruiting, training and providing skills, leadership and career development opportunities to young people (aged 18-25), who commit to volunteering with us for a full year as City Year mentors in some of the most underserved schools and communities across the UK.
- Supporting these City Year mentors to deliver additional 1-to-1 and group support to school children (aged 5-16) who are facing socio-economic, social, emotional and academic barriers to learning, and provide wider enrichment activities to the whole school population.

Our work is underpinned by the power of youth-led social action and results in the children and young people we work with developing the skills, networks and confidence they need to thrive.



A Word From Will City Year Mentor, 2023-2024

Since the pandemic, our role as mentors has become even more crucial with children facing isolation, uncertainty and disruption to their education. **One of my pupils captured the essence of what City Year brings. He said, 'It's the first time I've felt part of something.'**



"Through the power of connection and belonging, City Year mentors create a sense of community that empowers children to succeed. We not only help them to improve academically but also build social and emotional skills that will benefit them for years to come. Whether running revision sessions or coaching girls' football, we help create supportive environments that enable children to discover their passions. It is about fostering a culture of belief in the potential of every child we work with and in this act we, as mentors, find fulfilment and a sense of shared community.

"We must remember that this annual report is merely the tip of the iceberg - a glimpse into the transformative power of mentorship and the ripple effects that extend far beyond what meets the eye. As we strive to create a brighter future for the children we work with, let us remember that our impact goes beyond numbers and statistics - it lies in the connections we forge, the lives we touch and the legacy of support and understanding that we leave behind. Together, I believe, that as City Year mentors, we can continue to make a difference, one child at a time."



Chair and Chief Executive's Introduction



City Year UK was founded 15 years ago in the wake of the financial crash. Since then, the children and young people that we serve have been hit hard by austerity, COVID-19 and the cost of living crisis. Headlines highlight devastating levels of absenteeism, exclusions and mental health issues, while pressures on schools remain unprecedented. To them, these aren't faceless statistics, they represent individual stories of pupils who need more help than teachers have the time to give.¹

This report showcases City Year UK's ability to partner with schools across some of our most disadvantaged communities so that together, we can pass those children a lifeline. We'll introduce you to some of the extraordinary young people who join us as mentors and who, like Will, enable those children to succeed through *"the power of connection and belonging"*. As tutors and role models they volunteer every day to make a difference to children furthest from opportunity and over a year, that commitment adds up. In 2023 to 2024, 140,000 extra hours of resource and capacity from our mentors resulted in happier children, better behaviour, higher attendance and stronger academic and social and emotional skills across 18 schools in London, Greater Manchester and the West Midlands.

As Will alludes to, our volunteers also benefit from our work. At a time when young people's interest in social action appears to be in decline, our mentors, drawn from all backgrounds, are bucking the trend. They recognise that giving back gives them a feeling of fulfilment, while front-line experience, together with our leadership and development programme, expands their sense of who they are and what they want to be. They leave City Year

UK not only work-ready but with the knowledge that they can change the world. The proof is in the difference they have already made; to children, their community and their own lives.

Since 2009, more than 1,800 young people have dedicated over 2.5 million hours through City Year UK. They've coached and mentored 17,000 children to improve their life chances and have had an impact on thousands more; in class and extra-curricular clubs, offering a welcoming smile at the school gate or simply being someone to talk to at breaktime. Typically, over 90% of our mentors are in work or education within three months of finishing City Year UK, and continue to be so for at least 12 months more.

Behind this immense achievement is a broad community of supporters and donors who are vital to our impact. This is our opportunity to say a heartfelt thank you to you all and to encourage more to join us. 15 years on, the need for our work remains evermore urgent and we have ambitious plans to reach many more children and young people across more cities in the UK. We hope the talent, passion and dedication of our young people shines through this report and inspires a new generation of partners as, in Will's words, *"we strive to create a brighter future"* through *"the transformative power"* of mentoring,

Yours in service,

Matthew Davies, Chair of the Board of Trustees
Kevin Munday, Chief Executive

¹ Action for Children, *Above and Beyond*, 2024



15 years of City Year UK 2009-2024



From **7** trailblazing young adult volunteers on a pilot programme to over **1,800** mentors



From Shoreditch to **London, Birmingham, the West Midlands and Greater Manchester**



From **64,500 hours** volunteered in our first full year to over **2.5 million hours**

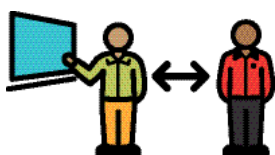
From **6 primary schools** to **284 primary and secondary schools**



From **667 children** in extracurricular activities to over **12,000 mentored 1:1** and **17,000 coached** in small groups

From **1,038 pupils** to over **136,000** reached across school communities, supported through welcoming, positive and engaging learning environments

Since 2009, **a third of mentors have gone on to work in education** as trainee teachers, teaching assistants or pastoral support workers



On average over **90% of mentors were in education, employment or training** within three months of finishing City Year UK

A Global Movement

1988	City Year was founded in the US.	
2005	Nelson Mandela invited City Year to Johannesburg leading to City Year South Africa, the first international affiliate.	More than 40,000 young people have now played their part in the global City Year movement - a movement built on the core belief that uniting and empowering diverse teams of young people to tackle some of our most difficult challenges can change the world for the better
2009	The City Year London pilot followed...	
2013	to later become City Year UK	

An Overview of Our Impact 2023-2024

At the heart of City Year UK is a community founded on reciprocal benefit. Through nurturing children's talents, our young people discover and develop their own.



Being a mentor is such an immersive and impactful role: running clubs, break duties, supervising on trips and managing interventions. It's made me more confident in a variety of transferable skills: being a self-starter, collaborating on projects, as well as being open-minded to feedback and creativity, plus so much more! I'm now considering working in the education sector and helping more students reach their potential."

- City Year mentor, 2023-2024

Empowering Children to Succeed



Our role in schools

HANNAH'S STORY

City Year Mentor, 2023-2024

I had a student in Year 11 who at the start of the year did not say a single word to me. At our first mentoring session I got nothing, just a nod of the head at one point. I thought, ok, this is going to be hard but I persisted. I found some common ground with her; TV shows. We bonded over Big Bang Theory and Young Sheldon. She started opening up to me about her anxiety and how coming to school really brings her a lot of stress. She has a lot going on at home. She told me that in Year 9 and 10 her attendance was below 50%. Towards the end of the year, she did make it in by Period 1, which I'm going to take as a win, and her attendance was above 90% so she did absolutely amazingly. On her last day, she sent me an email."



"Thank you for always giving me someone to talk to, supporting me always, giving me the best advice and always trying to understand me, always pushing me to my full potential without putting pressure on me. You've made me so much stronger and confident. You've guided me through the most stressful year

of school. You've made me motivated to come in and go to lessons. I credit a lot of the growth and maturing I've done this year to you. You've made me change my perspective on things, helping me see the positive in negative situations. The help you've given me is inspiring. I'll always remember the help and advice. Thank you for everything you've done for me.

The "rising tide of need"

A 2024 survey of 7,000 teachers reported that in every class of 25 pupils, 9 face barriers to their education, ranging from living in an unstable family environment and behavioural or emotional issues, to mental health challenges, school refusal and poor attendance. Teachers felt "support on offer was insufficient to deal with the rising tide of need" and just 2% believed these pupils will achieve their expected grades.²

Absenteeism - the facts

More than 1 in 3 pupils (36%) who were eligible for free school meals in England were persistently absent in 2023-2024, missing at least 10% of possible school sessions³

Source: Department for Education

² Action for Children, Above and Beyond, 2024

³ Department for Education, Pupil Attendance in School, 21 November 2024



Why Mentoring Matters

2023-2024 was the year that...



Isla*, age 11, found **her confidence**:

"I was very shy when I started Year 7 and was actually scared in lessons. I am now fully settled into the school and do not feel shy at all. When I look back, it was my City Year that helped me with this soooo much. I am going to miss her next year."

Oscar*, age 12, found **someone who was there for them**:

"Talking to my mentor about things no one else understands makes me feel normal."



Noah*, age 14 found they **could control their outbursts**:

"Before my City Year sessions I found it hard to control my temper. My mentor has helped me be calm. She has given me advice I can use in the future."

Fatima*, age 15, found **a reason to attend class**

"My mentor's lovely. She gives so much advice. When I don't want to go to a lesson, I used to spend too long getting in, Miss Hooper tells me straight, I listen to her. It works."



Oscar*, age 16, found he **could excel**

"I've become a school star and do really well grade wise."

*All names have been changed



Our Impact in Schools 2023-2024

WHO DID WE HELP?

Pupils furthest from opportunity

In 2023-24, we partnered with 18 schools serving some of the UK's most disadvantaged communities across London, the West Midlands and Greater Manchester.

City Years have the patience and time that is sometimes hard for students to spot in their teachers so they feel they can go to them."
Teacher

The City Year mentors brought something different

- a real youthful intensity. They developed extra capacity, made a significant difference to the students and made a positive contribution to school life. The whole partnership from start to finish was excellent and added something extra to our school."

Headteacher

1,005 children chosen with teachers and school staff to receive extra 1:1 support:

63% eligible for pupil premium

46.5% struggled with maths

62% eligible for free school meals

42% struggled with English

31% special educational needs

39% had a social, emotional or mental health need

22.5% English as a second language

37% struggled with attendance

14,860 pupils reached across all school communities

The City Year mentors know the students they are working with well and are building the confidence of students."

Ofsted feedback to a partner school⁴

119 young adults were recruited as City Year mentors to complement the work of teachers. Serving in teams, they became an integral part of everyday school life for an academic year.

Trained and supported to help children pull together **social, emotional and academic learning**.

Contributed to **welcoming, safe and engaging learning environments** across school communities.

Ran **298 clubs and initiatives**:

- 47% curriculum support
- 32% extra-curricular activities
- 14% school community support
- 7% 1:1 coaching

Integral to the school day:

- provided **140,000 hours** of extra resource and capacity
- supported **breakfast club** in two-thirds of schools

HOW DID WE MAKE A DIFFERENCE?

Mentoring, coaching, tutoring, inspiring

At the heart of City Year UK is the connection our mentors form with children underpinned by trust, genuine care and belonging. A child might feel lonely, anxious or disengaged but over days, weeks and months, our volunteers work their magic. They become someone to talk to, coaching children to solve problems, work with others, express ideas and build friendships. Mentors support children to build and integrate academic, social and emotional skills, laying the foundations for success in and out of school. Progress is measured and recorded weekly, enabling us to not only track the impact of our interventions but to refine them over the year.

City Year has been particularly helpful and made an impact during the exam period, working with targeted pupils.

They've been able to get Years 10 and 11 focused and have talked to them about life experiences. Being mainly undergraduates, the City Year mentors are the perfect role models to motivate pupils who need support and inspiration from people like themselves, who can share their own success stories."

Year 11 Director of Learning

⁴ Hatch End High School, Ofsted Success!, 26 April 2024

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Year 11 Director of Learning



How pupils rated their support from City Year mentors

95%

‘my mentor listens to what I have to say’

91%

**‘my mentor makes me feel valued’;
‘my mentor makes it clear what behaviours are, and are not, acceptable’**

90%

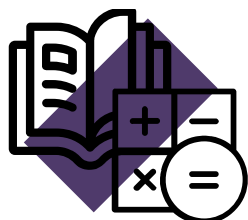
‘my mentor has high expectations of me’

87% **‘my mentor encourages me to try things that are difficult for me’**

SURVEY OF 521 PUPILS SUPPORTED 1:1, 2023-2024

“The relationship mentors are able to build through their age and reliability enables issues to be tackled in a different way.”

Teacher



WHAT DID WE ACHIEVE?

Better life chances

Our mentors have the greatest impact on children growing up in disadvantaged communities, who are behind for their age but, given the chance, can catch up. They might be disruptive but rarely excluded, the ‘quiet one’ who is being bullied but not considered ‘at risk’, or the child who has too much going on at home for school to matter any more but seldom attracts attention.

City Year mentors supported 1,005 children 1:1. A snapshot of data from across our partner schools found:

Nearly three-quarters (73%) of children who started the year with the lowest level of social and emotional skills improved to reach the average (70%) or above average (3%) standard of skills development for their age group *

69% improved or maintained attainment in maths and English.

Over two-thirds (68%) boosted or maintained attention to learning in maths and English.

Schools recorded a 44% improvement in behaviour, while negative incidents were cut by more than half (56%).

Despite the growing challenge of absenteeism, 42% improved or maintained their attendance.

*Mentors are trained to observe the pupils they support 1:1 across eight social and emotional competencies using the Devereux Student Strengths Assessment (DESSA). They are self-awareness, self-management, social awareness, relationship skills, goal-directed behaviour, personal responsibility, decision making and optimistic thinking.

“ City Year has made a massive difference at our school on many levels... They’ve also undertaken training in Numicon [numeracy programme] which has been delivered to a high standard, evident in the large number of learners who graduated from the intervention much earlier than expected. Learners became much more confident in mainstream maths and some said maths is not as hard as they thought because there was someone to explain it. Overall, we are incredibly lucky to have had the City Year team supporting us to provide our students with the interventions they needed which otherwise would not have taken place. Thank you for all your amazing work!”

Assistant Special Education Needs Coordinator

Enriching experiences

Our mentors are not just individual tutors to specified children; volunteering in teams means they can have a much broader impact, contributing to a positive, engaging environment across the whole school. In classrooms, corridors, clubs and playgrounds, they spread our culture of inspiration and aspiration and by running a range of extracurricular activities and events, they offer the chance for all children to discover new interests, grow their confidence and flourish.

Some of the clubs and activities City Year UK mentors ran in 2023-2024



"The eagerness and creativity in organising events has been a significant benefit for the school. The event held for Year 7s having trouble fitting in was a really good idea."

School librarian

"The Year 10s really enjoy the sessions they have with City Year. The extra work and the Young People's Opinion group is incredibly powerful! It gives pupils the chance to discuss issues important to them and present on those topics to their forms."

Teacher

Enrichment opportunities - the facts

There is a strong association between having attended extracurricular activities and how prepared people feel for work after leaving school or university. Only 37% of people who didn't attend any extracurricular activities said they felt prepared starting work, while the majority (53%) who attended extracurricular activities did feel prepared.

Source: Demos⁵

⁵ Demos, *The Employability Badge*, 2023



Stories of Impact

"When I started mentoring Ava she always told me about her depression, low self-esteem and self-consciousness. She could only see her negative points, rarely the positive ones. We focussed on improving her mood and changing the way she saw herself. Over the weeks and months, Ava's progress has been phenomenal! She has become a lot nicer to herself and will now happily tell me the things she is proud of. Her behaviour in class has improved dramatically. She would constantly disrupt lessons and be offensive but that has completely stopped. She is responsive to teachers, eager to answer questions and is always happy to help others. Her effort ratings in English and maths are now both on green and her attendance is up!"*

*Not her real name

City Year mentor, 2023-2024

Belonging and loneliness - the facts

The proportion of pupils who said they felt they belonged at school 'every day' decreased from 30% in June 2022 to 25% in May 2023. 20% of pupils in England said they felt lonely 'often', 39% said they felt lonely 'some of the time'.⁶

Source: Department for Education

"One of the things I really admire about City Year mentors is the relationships they form with students. The students trust them and they can break down concepts for students to understand. Having them there is really effective for many of the students but especially the SEN (Special Educational Needs) students who can't learn in a large classroom. They require a lot of one-to-one and, depending on the class, it's difficult to give them that. If I have a City Year mentor they can take the student out for that one-to-one and strengthen whatever they are learning. I believe they are doing an excellent job."

Teacher

Special Educational Needs and Disabilities (SEND) - the facts

Between 2015-2016 and 2023-2024, the number of children identified for SEND support has grown by 25%, while the number of pupils in schools has grown by 6%.⁷

Source: The Institute for Public Policy Research (IPPR)

"When I first started supporting in lessons, I was shocked by how disruptive and disrespectful Leo was to both teachers and classmates. I became his mentor and was determined to uncover the root cause. He was lacking confidence; both in keeping friends and keeping up in class. We set goals but it soon became apparent that he just needed someone to listen to him - really listen! I made myself available at all break times for when he wanted to vent or talk about what was bothering him. I am so proud to say that he has one of the highest number of proud points in the year as of now."*

*Not his real name

City Year mentor, 2023-2024

Behaviour - the facts

Children growing up in poverty have behaviour points which are twice as high as their peers - one of the early signs of struggle. Those eligible for free school meals were nearly 5x more likely to be permanently excluded and 4x more likely to be suspended than their non-eligible peers in 2022-2023.⁸

Source: The Institute for Public Policy Research (IPPR)

"We had a student in year 8, the loveliest, kindest, hard working young lady. She wasn't on our list of pupils to mentor but unfortunately she was the victim of a lot of bullying and really unkind behaviour. At the start of the year she'd join homework club and would become really upset, saying how much she hated school. We spoke to her Head of Year and began to work with her 1:1 on her self-esteem and how to turn a blind eye to the nasty comments. We got her to rebuild herself and really start enjoying school. Over the course of eight months her confidence was up and she was making and keeping a really good, healthy group of friends. She gave me a beautiful memento at the end of the year which read, 'A truly great mentor, hard to find, difficult to part with, impossible to forget.'"

City Year mentor, 2023-2024

Bullying - the facts

In May 2023, 26% of pupils in England said that they had been a victim of bullying for any reason in the past 12 months, compared to 22% in June 2022.⁹

Source: Department for Education

6 Department for Education, National Behaviour Survey, 2024

7 IPPR, Who is Losing Learning?, 2024

8 IPPR, Who is Losing Learning?, 2024

9 Department for Education, National Behaviour Survey, 2024



New Developments

Exploring part-time delivery models

According to a 2024 survey by the Sutton Trust, half of senior leaders in primary schools reported using the pupil premium to 'plug gaps' in their school's budget rather than support disadvantaged pupils.¹⁰ This strained funding environment is making it particularly challenging for schools with low pupil rolls to commit to City Year UK but we are determined to find an effective solution that supports children in the vital primary years. In 2023 to 2024, we successfully offered a part-time mentor option as an add-on to existing teams and in 2024 to 2025, will explore part-time partnerships with mentors in pilot primary schools for two days a week instead of four.

Funding - the facts

Support for socio-economic deprivation in the school funding system has fallen. There has been a 14% real-terms reduction in the value of the Pupil Premium since 2015.¹¹

Source: Institute for Fiscal Studies (IFS)



¹⁰ The Sutton Trust, Sharp increase in school leaders reporting spending cuts, with primary schools hit hardest by funding pressures, 19 April 2024

¹¹ IFS, Schools serving disadvantaged children have faced the biggest funding cuts, 11 December 2023

Empowering Young People to Succeed



Our role in developing the talent pool of the future

MABINTY'S STORY

City Year mentor, 2023-2024

As I had just finished school and wasn't yet sure what I wanted to do before university, I decided that City Year would be an excellent opportunity. I loved the organisations' priorities, goals and values. Although I didn't have a mentor, I did experience City Year in my school. Their value was clear through the way students chose to approach them and I wanted to be a part of that. I was also keen to champion for students like me to be their best selves.

"My City Year experience has had a significant impact. It has pushed me beyond my comfort zone. As a recent student, I didn't believe that I could be a successful role model but the opportunities to develop my confidence and speaking skills have been vast - I even delivered a Red Talk (City Year's version of a TED Talk) to over 50 people. At the start of the year, I struggled with managing unexpected situations, finding them extremely anxiety-inducing but now take

them in my stride. Having dealt with the chaotic nature of working with children, I feel prepared to handle any workplace situation.

"I was also daunted by working as an adult. Being younger and less experienced, I felt inadequate and insecure and I found building relationships with school staff intimidating. However, the way City Year has a range of young

people and hands-on activities made me interact. I have created strong friendships and now see myself as a valued team member. In particular, without City Year, I would never have seen myself as a leader but leading discussions, networking and organising a social action project have given me support, community and encouragement. My leadership skills have grown and I can delegate, ask others for their opinions and advocate on my team's behalf.

"Looking back, returning to my own school and becoming a confident City Year mentor, coaching other students to believe in themselves, feels like a powerful full circle moment and I am very grateful for this opportunity."

Workplace barriers

Four in ten young people (41%) said a lack of training, skills or work experience is the biggest barrier to entering the workforce. It was the most commonly cited reason in a poll of over 2,500 16 to 25-year-olds.¹²

Source: Youth Futures Foundation

Confidence - the facts

Confidence with people in positions of power is lower for those from less affluent backgrounds, which could hold them back when building relationships. Less than half (49%) of 15 to 21-year-olds who had been eligible for free school meals agreed they felt confident joining in conversations with people in positions of authority.¹³

Source: Social Market Foundation

¹² Youth Futures Foundation, Youth Employment 2024 Outlook, 2024

¹³ Social Market Foundation, Things Worth Knowing, 2024



A Life Changing Experience

2023-2024 was the year that...

Akanksha found **a purpose**:

"I signed up for City Year because I wanted to make a tangible difference in my community. The chance to inspire positive change and be part of a dedicated team working towards a common goal fueled my sense of purpose. One of my highlights was being told by one of my students that I was his 'first listening ear' and that I made him feel very confident."



Sobia found **pride as part of a team**:

"My team and the amazingly supportive City Year staff were much more than colleagues; supporting me with wellbeing and being a lovely team to rely on. Working together brought me joy and I was proud to be a part of it."

Bill found **a career**:

"There was a period when I was particularly stressed about what I might do next. I asked my career mentor for advice, working with her to develop my CV and explore different pathways. With her suggestions, I was confident to apply for a position at Lammas School and was fortunately accepted as a Learning Support Assistant. I look forward to taking what I've learnt to collaborate with and support the new City Year team starting in school in September."*



*Every City Year mentor is given their own career mentor from a professional background to help them progress on to further education or employment.

Our Impact on Young People 2023-2024

Who Did We Recruit for the City Year UK Programme?

119 diverse 18 to 25-year-olds

96 full-time mentors

19 mentors on part-time pilot

4 school service leaders*

**on paid placements with UK Year of Service (starting April 2024)*



Ethnicity

49.5% Asian

23.5% White

22.5% Black

3.5% Dual

1% Other

Background and education

33% had been eligible for free school meals

80% university placement

10% graduates

10% school / college leavers



*"Something about the placement description really connected with me. **When I was at school I struggled to keep up and just as I received support, City Year gave me the opportunity to support children who need it.** It's a lovely organisation that aims to give every child the chance to succeed and I'm really grateful to be a part of that."*

City Year mentor, 2023-2024

How Did We Make a Difference to Our Mentors?

Real world experience, new networks and **170 hours** of dedicated skills development

Hands on experience

Year-long mentoring in school supported by City Year staff

Leadership of social action projects

Specialist training

11 days of expert tuition before starting in school

Ongoing coaching / sessions to grow classroom skills

Career exploration and skills building

Industry visits, networking, 'learning from leaders' events

Public speaking, interview / CV workshops, careers day

CMI level 3 qualifications

Leadership and Management

Coaching and Mentoring

Personalised feedback

Individual development plans

Own career mentor



"Over our City Year there have been so many wonderful speakers, so many experiences and so much advice. It has been positive and inspiring."

City Year Mentor, 2023-2024



"I learnt the importance and adaptability of the City Year experience that can be used no matter the career I choose."

City Year Mentor, 2023-2024

What Did Our Young People Gain?



An understanding of the skills they have developed:

Staying positive
96%

'I can learn from my mistakes'

Teamwork
95%

'I can work well with others in a team'

Problem solving
93%

'I can carry out research to help solve a problem'

Speaking
93%

'I can give a formal presentation'

"This experience from City Year has opened lots of doors for the future."

City Year Mentor, 2023-2024

A clear idea of where those skills could take them:

Purpose
96%

'I can choose a career that fits with what I'm good at'

Job-ready
98%

'I can write a good CV' / 'I will be successful at job interviews'

Career ambitions:

28% education and teaching

19% social care

14% marketing, advertising & PR

13% healthcare

12% human resources

10% business consultancy and management

10% law & legal

8% accounting, banking & finance

8% charities & voluntary sector

End of year survey of 99 City Year mentors 2023-2024

Endorsement of City Year UK

Ranked as a RateMyPlacement

Best Student Employer 2023-2024

Skills Builder Partnership top level 4 rating for our

impact on young people's essential skills since 2021

Closing the Skills Gap

The Skills Builder Universal Framework, the world's leading tool for measuring and building essential skills, has been a key part of our offer to young people since we joined the pilot in 2019.¹⁴ Eight skills are broken down into steps starting with absolute beginner through to mastery.



Improved prospects

Research by Skills Builder Partnership has found a correlation between people with higher skills and improved social mobility, employment, earnings, job and life satisfaction.¹⁵ Using their calculator, we can estimate potential life outcomes for specific age groups, linked to the skills they gained during their City Year.¹⁶

Progress made by City Year mentors in 2023 to 2024 could equate to:

16 % less likely to be unemployed*

15 % improved life and job satisfaction*

10 % wage premium*

*for 21-year-old mentors controlling for basic skills, education level, health and prior social advantage

City Year mentors who showed the biggest improvement in skills development:

18 years old

**from minority
backgrounds**

previously NEET

**had gained 2 CMI Level 3
qualifications**

"City Year UK has taught me to be more sure and confident in my skills and abilities. I am more capable than I sometimes think."

City Year mentor, 2023-2024

Soft skills - the facts

Research found that only a third (29%) of 15 to 21-year-olds knew what soft or transferable skills are, raising questions about how well they will be able to 'sell themselves'.¹⁷

Source: The Social Market Foundation

¹⁴ www.skillsbuilder.org

¹⁵ Skills Builder Partnership, Essential Skills Tracker, 2023

¹⁶ Skills Builder Partnership, Essential Skills Tracker, 2023

¹⁷ Social Market Foundation, *Things Worth Knowing*, 2024

Wellbeing

Promoting wellbeing is part of our commitment to creating an organisation where everyone feels valued and supported. In 2023 to 2024, alongside the day-to-day help our young people receive from City Year staff, we ran workshops on stress management and resilience, creating healthy boundaries and staying positive. Three 'wellbeing days' gave our mentors the opportunity to do something just for them, with 94% agreeing the days were an appropriate way to say 'thank you'.

Mental health - the facts

One in five young people said they have missed school or work in the past year due to their mental health and more than a third worry their mental health will stop them achieving their career goals.¹⁸

Source: The Prince's Trust Natwest Youth Index 2024



"City Year cares about my wellbeing. It has provided me with resources for my mental health such as Plumm and given me 'wellbeing days' which other placements would not do."*

City Year mentor, 2023-2024

*All City Year mentors and staff are given free access to Plumm, a digital mental health support platform with a global network of accredited therapists



New Developments

Improved recruitment of mentors

In 2022 to 2023, the cost of living crisis, combined with a buoyant labour market made recruitment of full-time, year-long volunteers particularly challenging so this year, we improved our offer to young people.

What we did:

- A behavioural insight study deepened our understanding of who volunteers and why.
- Increased expenses by 25%.
- Piloted a part-time option to enable mentors to study or work alongside volunteering.
- Launched a 'mentor feedback committee' to give volunteers a voice in decision making.

The impact: 25% year-on-year uplift in the number of young people recruited.

Youth social action - the facts

Participation in social action projects in the UK has seen a significant drop decreasing from 24% in 2023 to 17% in 2024.¹⁹

Source: Youth Employment UK

¹⁸ Prince's Trust, The Prince's Trust Natwest Youth Index, 2024

¹⁹ Youth Employment UK, Youth Voice Census, 2024



Enhanced support for young people who need it most

This year, we created a comprehensive programme for 21 SEET (seeking education, employment or training) young people to help them realise their potential while volunteering with us. Building on lessons learned from our 2022 to 2023 pilot extra funding enabled us to actively support mentors who face additional challenges ranging from caring and parental responsibilities, to mental health and wellbeing.

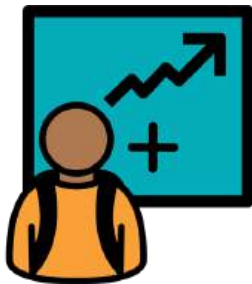
Who we supported:

- 75% year-on-year increase in SEET young people supported.
- 92% of our mentors who were school college / leavers joined our SEET programme.
- 38% of participants had been eligible for free school meals.

What we did:

- 110 hours of additional holistic and personal coaching. Dedicated induction.
- Doubled the size of our hardship fund and provided extra mental health support.
- Enhanced careers offer. Partnered with our most experienced career mentors.

The impact: 95% of SEET young people completed their City Year, up from 33% in 2022 to 2023.



Youth worklessness - the facts

In July to September 2024, the percentage of 18 to 24-year-olds not in full-time education or employment rose to 19% or 1.2 million young people, risking long term damage to their career prospects and the economy.²⁰

Source: Learning and Work Institute

²⁰ Learning and Work Institute, Labour Market Analysis, November 2024

Empowering a Social Action Journey



NEIL'S STORY

City Year UK alumnus

I finished at City Year in July 2022 and started my own Social Enterprise called "Talk Less Do More" (TLDM) Ltd a month later. Our mission is to tackle knife crime and youth violence beginning in the borough of Croydon, my home town. I'm only 22, I'm still a university student and yet I'm making this dream happen. *City Year's volunteering programme and all the support you get within that year has helped me create this life changing project.* The experience of working with incredibly challenging young people, in an area with such negative forces, defined the main mission for me. I saw that the need for young people to focus on their mental health, physical health, lifestyle and dreams wasn't being fulfilled in school. Many young people were just lost.

"At first, being a City Year mentor was a challenging dynamic. The last time I stepped into a school, I was a student myself! But, give or take a month, I was comfortable in the role and thriving thanks to City Year's mentorship training. Developing leadership skills, improving self-confidence, and strengthening discipline, were not only areas of growth that I helped my mentees with, but also areas of growth I wanted for myself. One skill I really wanted was public speaking. I wanted to be able to effectively articulate myself and know how to code-switch when speaking to different audiences. With the support of City Year, I took part in lots of public speaking opportunities that helped me develop my ability to communicate.



"At TLDM, we work with 11 to 17-year-olds and focus on issues such as mental health, poor family structure and support, involvement in gangs, crime and those with a track record of poor behaviour in school. Growing up in Croydon myself was a big driving factor to get this project moving. I grew up similar to the kids I work with, having little or no opportunities

available to me. But what defined my childhood was that we still dreamed of being footballers, lawyers, pilots, you name it. Nowadays, I feel it's a different story. Young people are lacking true role models and this has a significant impact on their life chances. This is a crucial factor that we need to change in today's society."

Young people from disadvantaged backgrounds show greater interest in social action

A young people's census found that **42% of those eligible for free school meals would consider doing social action / volunteering, compared to 29% of those ineligible. The top benefits cited were; it helps people (67%), it looks good on a CV (56%) and it helps build skills (55%).²¹**

Source: Youth Employment UK

²¹ Youth Employment UK, Youth Voice Census, 2024



Part of Our Communities

We are proud to be part of a bigger picture of social action within our local communities. Nearly half (49%) of this year's mentors had volunteered before joining us and many, like Neil, continue to give back after they've left, equipped with new skills with which to make a difference. All our young people develop and lead their own social action project during their City Year, alongside their role in school.

Youth social action and community - the facts
Young people who were eligible for free school meals were **9% more likely to say that social action or volunteering made them feel part of a community.**
Source: Youth Employment UK

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"The Social Action Project was really rewarding, being able to give back to the community is really humbling. One homeless person we gave one of our care packages to became very emotional and couldn't thank us enough. They said it was the first Christmas card they had received in years."

City Year mentor, 2023-2024

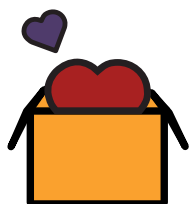
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"Our team initiated a letter writing project called 'Power of Words'. Students came to the library to write letters and cards to the elderly residents at a local care home. It was a resounding success because of participation from students we don't normally interact with. About 100 took part. It went so well that school would like us to do it again."

City Year mentor, 2023-2024

Tackling loneliness

In 2023 to 2024, we joined the Jo Cox Foundation's 'More in Common Network', working to bridge community divides and, as part of our collaboration, joined its 'Great Get Together' campaign to tackle loneliness. Mentors also took part in a workshop on youth loneliness which explored proactive ways to tackle the issue in school.



"The personal touch of having handmade christmas cards from the children really helped to brighten the residents' day. We would love to say a big thank you to City Year and the primary school."

Care Home Manager

A snapshot of social action projects, 2023-2024

- Delivered handmade Christmas cards from pupils to a care home and organised a morning of bingo.
- Volunteered at a community centre, organising food deliveries.
- Sponsored walk with pupils to raise money for a youth homeless charity.



Corporate Community Days

Thanks to our collaboration with Care Force™, a division of City Year Inc., we have been involved in three corporate volunteer days. Bringing together our mentors with individuals from across our supporters, the community-focused activities benefitted the children we help. These days also provided access to professionals, as well as key opportunities to develop relationship building and team working skills, for our young people.

In 2023-2024, our corporate community days brought together:

100+ corporate volunteers

Vertex Global Day of Service

Vertex volunteers created over 200 resource packs for partner schools and we joined forces to work on a rooftop garden at a community centre supporting young people.

40 City Year UK mentors

Akin in Action Community Service Day

We joined Akin to help construct buildings for an adventure playground for children in our communities.

5 schools

Salesforce Service Day

City Year staff and young people joined Salesforce to help make 1,200 stationary kits and 50 menstruation packs for our partner schools.



Engaging Partnerships

KACIA'S STORY

City Year mentor, 2023-2024

When I first found out about the career mentoring programme that City Year offers, I was both excited and nervous at the prospect of having the opportunity.

Going into City Year I knew I had a passion for education and helping others but I did not have a clear idea of what I wanted my future to look like and I felt overwhelmed by the thought of entering the working world. I was soon lucky enough to be paired with Clare.



"Clare has been absolutely amazing at helping me through my initial anxieties and from the outset was both honest and supportive. She spent the initial meetings learning about me and my interests to help me explore careers I would be suited to and would also send me resources on careers that suited my degree. We have spent sessions on structuring my CV and tips on how to write cover letters for prospective internships. Even outside our sessions she went above and beyond to help research internship opportunities and programmes that I could apply to.

"Clare has also offered her time to help prepare me for public speaking opportunities - which is something I struggle with - running through presentations with me. Recently, she has worked with her company, Vertex, to help organise a work shadowing opportunity for me to gain experience of HR, a career area I have a lot of interest in.

"Overall, I am extremely grateful to Clare and City Year for all the planning and effort that goes into the career mentoring programme. All their support has had a lot of impact on my confidence going into future employment and a career."

Thank you to all our partners

As Kacia explains, at City Year UK our partners are integral to our impact on children and young people. The funding they provide is crucial, while their professional insights and the personal development opportunities they offer change young lives.



We are grateful to all those who visit schools, organise exceptional experiences, invite pupils and mentors into their workplaces, take time out to talk about their jobs, explain the many paths that lead to a career and, like Clare, volunteer as a mentor to our mentors.

Thank you.



Our supporters in numbers

Inspired

60 volunteers inspired our 119 young people with invaluable insights into the world of work. They shared advice and their own career journeys through panel discussions, virtual networking sessions and attending ceremonies in celebration of our mentors.

Immersed

275 volunteers helped our young people become 'work ready', offering career mentoring, skills sessions and introducing them to jobs they might never have considered.

Ignited

268 people supported us as ambassadors, advocates and advisers, spreading our message and assisting in the shaping of our strategy. Hands-on help through community-focused activities and in-school workshops benefited the children we work with. 23 careers education initiatives broadened horizons for 1,130 pupils.



*"I first came across City Year in the autumn of 2023 at a "Lunch & Learn" session in my workplace and the organisation's vision and mission strongly resonated with me. The career mentoring programme really stood out as something I'd like to get involved in so I signed up straight away. **Working with my mentee over the year was incredibly rewarding and I was able to share skills and knowledge that I've accumulated over my 30 year career - things that I take for granted but which are so valuable for young people starting their professional journeys.** I've also arranged bespoke work experience to help guide future career choices.*

"It hadn't occurred to me how much I would be able to give back and the outcomes for both me and my mentee were definitely disproportionate to the amount of time invested. I'm still supporting my first mentee and am enjoying getting to know the student that I'll be working with over this coming year. I'm thrilled that I've even encouraged more of my colleagues to sign up!"

Clare McGowne, Senior Director, Commercial Strategy, Vertex Pharmaceuticals

Just a few examples of the many ways our supporters share our impact

The Vertex Foundation Mentor recruitment / career pathway development	CVC Supported overall mission and programmes	Bain and Company Community Impact Day focused on future strategy	Akin Pro bono legal advice
Bain Capital Europe Children's Fund Funded 24 hour mental health support for mentors through the Plumm digital platform	Bank of America and NCS Co-funded our School Service Leaders	Garfield Weston Foundation Support for our long-term strategic plans	DHL UK Foundation Funded Level 3 CMI qualifications in Coaching and Mentoring for mentors

Partnering

To broaden children's horizons

Thanks to City Year UK's cross-sector supporters, we were able to offer children outstanding opportunities in school and beyond.



Learning from leading women in aviation

Thanks to DHL UK Foundation and AeroZone, City Year mentors and female Year 10 students learnt about careers in aviation and got a tour of Manchester Airport as part of International Women's Day.

Girls just want to have STEM

Together with Mastercard, we held a Girls 4 Tech workshop for Year 7 students. Problem solving and creative sessions introduced STEM-based career opportunities.

Delivering careers education in school

78 engagements from DHL colleagues who delivered 178 hours of careers sessions to 1,209 pupils from Years 8, 9, 10 and 12 at City Year UK partner schools. Sessions included the varied careers within DHL, a logistics challenge testing teamwork, problem solving and critical thinking through global transportation and workshops on CV writing, networking and communication skills.

Opening doors to the working world

Bain Capital Europe Children's Fund supported a City Year UK school team for the year and invited 30 Year 9 pupils to their offices for a speed networking event and insight into the world of work.

Encouraging curiosity

City Year mentors and their pupils were invited to the University of Manchester's Social Anthropology Department to pique their interest in what makes us human.

"The pupils were very interested in the museum and handling the objects but also about being in a university environment. Bringing them to campus has sparked their interest in university life, something which they had not spent much time considering before this trip."

City Year member of staff





To break down barriers to employment

The Vertex Foundation partnered with us to deliver a Careers Ready Day for mentors from all our sites, featuring talks from public and private sector leaders and in-depth feedback on crafting applications.

Mentors were also invited to Vertex's offices for an industry exploration day, covering medical research and technology, as well as general career tips and guidance.

The DHL UK Foundation hosted mentors at their sites to explore the field of logistics, delivered workshops on effective problem solving techniques and public speaking and also invited mentors to join their float at the Lord Mayor's Show!

J Leon Group gave 11 mentors places on their 4 day internship programme featuring expert speakers from business, the arts, government, entrepreneurs and charities.

Sky and Sky Up hosted us at their campus. Mentors flexed their presenting skills, the Harlequins Rugby Foundation tested their teamwork and Sky staff provided inspiration with stories of their own career journeys. .

Bain Capital and Bain Capital Europe Children's Fund gave our young people the chance to network with private investment experts, tour their European HQ and even facilitated work experience placements.

Bank of America invited mentors to their offices to learn about successful project management and offered insights into their own careers.

Benefit to employers from engaging in careers education - the facts

91% of the most engaged employers say it is helping them develop new talent pipelines and supporting young people to take up careers in their industry.²³
Source: The Careers and Enterprise Company

"This internship was an amazing opportunity and the industry insight into multiple careers was invaluable. It gave exposure to certain jobs and careers I had not previously considered and reassured me on multiple things about the workplace."

City Year mentor 2023-2024

²³ The Careers and Enterprise Company, *Now and Next*, 2024





Widening Participation with UK Year of Service

Since 2009, City Year UK has been committed to demonstrating the power of youth social action to change lives through 'a year of service'. In 2021, we joined forces with the National Citizen Service (NCS), UK Year of Service, Bank of America and 13 voluntary sector organisations to further prove the concept of a year of service. Our ambition is to secure political commitment to, and Government funding for, an initiative akin to the USA's Americorp programme or national service initiatives in France and Germany where young people are able to participate in a year-long paid placement within their local communities to help tackle some of our most pressing societal challenges.

In 2023-2024, we were delighted to receive further funding from NCS and Bank of America to enable us to offer four paid placements for 18 to 24-year-olds furthest from the labour market, to work as school service leaders from April 2024. In line with the UK Year of Service's mission and its current geographical focus, the nine month programme is targeted at young people not in education, employment or training (NEET) who are based in the North West of England.

School service leaders support a team of City Year mentors, help liaise with the school and coach their own small group of children across social, emotional and academic skills. They also take part in, and help with, City Year UK's weekly leadership and development days.



"During this year, I'm hoping to develop a lot of personal and professional skills to better my life, both in and out of the workplace. I'm hoping to work on my professionalism and find new confidence in work. I've already seen myself stepping out of my comfort zone, speaking in front of groups and to lots of new people which I would never have seen happening so fast. I also think it's interesting to see how everything we do at City Year is smartly planned and intentional to develop a specific skill and how what we focus on can be applicable to any aspect of your life."

Katrina, School Service Leader, 2024



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 52 of these financial statements show the impact of our careful financial management, with a surplus for the year ended 31 July 2024 of £22,144. This is the result of total incoming resources of £2,639,983 net of total resources expended of £2,617,839. Unrestricted funds at the year end were £472,127 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 charities 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 2024 stand at £472,127 compared to £449,983 in FY23. The unrestricted reserves after adjusting for those reserves that can only be realised by disposal of tangible fixed assets (free reserves) amount to £472,127 compared to £449,983, an increase of £22,144.

The trustees estimate that a prudent level of unrestricted reserves required for the charity to comply with its reserves policy is 2 to 3 months of total expenditure. Based on budgeted expenditure for the current year, a prudent level of reserves would be between £399,866 and £599,799.

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.

Principal funding sources

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

Akin

Bain Capital

Bank of America

Baron Davenport Charity

The BKL Foundation

CVC Capital Partners Limited

Danaher Foundation

DHL UK Foundation

EBM Charitable Trust

The Eveson Charitable Trust

Garfield Weston Foundation

Goldman Sachs Gives

Henry Oldfield Trust

Howden

John Armitage Trust

John Scott Charitable Trust

Joseph Strong Frazer Trust

Michael Marsh Charitable Trust

National Citizens Service

The Portal Trust

Souter Charitable Trust

St James's Place Charitable Foundation

Swire Charitable Trust

The Roger & Douglas Turner Charitable Trust

The Vertex Foundation

UBS Group

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

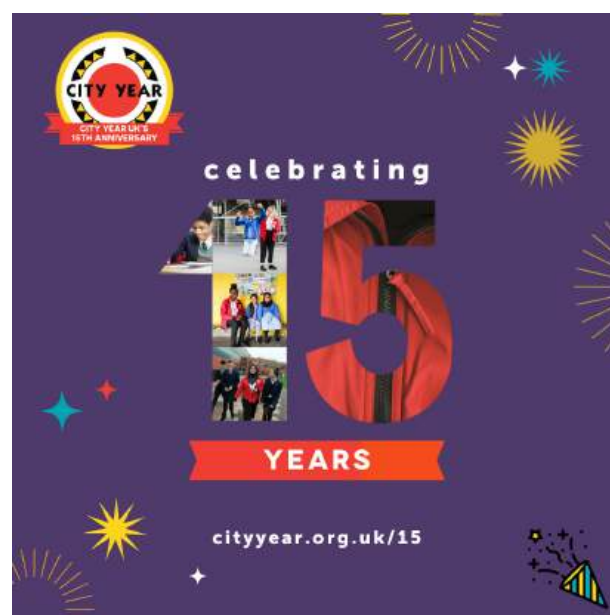
City Year UK has a safeguarding policy that covers all our interactions with pupils and all volunteers undertake child protection training before being permitted to volunteer in schools or work with children. In a review of the safeguarding policy, the NSPCC noted that it was 'fit for purpose' and made 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
2024 - 2025**

The life-changing potential of ‘near peer’ mentoring runs through this report. Every day, we see how our mentors are uniquely placed to coach children to overcome the issues that come between them and their education; building self-confidence and inspiring success in school. Our plans for the future have a simple ambition: to reach more children to move the needle on educational inequality.

Sadly, there’s a cohort who face even more barriers than those our mentors normally support. According to a recent report from the Children’s Commissioner, children in alternative provision often have lower levels of self-belief, have experienced disrupted education and face personal issues which make it harder for them to engage.²⁴ Nearly a third did not sustain a positive destination after leaving Year 11, compared to 5% from mainstream schools.²⁵ In 2024 to 2025, we will seek to widen our work in Pupil Referral Units and alternative provision, learning what works for these children who are the very furthest from opportunity. From our previous experience, we already understand some of the challenges involved, but we will fully investigate the extra mentor support and programme adaptations required to work at scale in these settings.



Another priority will be to assess affordability for primary schools and the feasibility of part-time teams. In 2023 to 2024, we successfully trialled the introduction of part-time mentors into full-time teams, benefiting participation. However, this approach will go a step further, exploring delivery of a part-time programme for small schools that’s cost-effective while maintaining our impact on pupils and mentors. The offer will focus on social and emotional learning and pastoral support.

Finally, in line with our vision of a society where full-time social action in schools is an integral part of growing up in the UK, we remain committed to advocacy and growth. Nearly one in three children (32%) live in poverty in Liverpool and we are scoping a pilot in the city in 2025 to 2026.

We will also continue to champion youth social action, advancing our campaign for a nationally recognised UK Year of Service and engaging the new government. We are sad to see the National Citizen Service (NCS) being closed down and hope a focus on supporting young people to take social action is retained within the future National Youth Strategy. Bringing together young people from all backgrounds to tackle some of Britain’s biggest problems gives them a stake in their society and develops essential skills, creating the talent pipeline business needs.

We look forward to using City Year UK’s 15th anniversary as a platform to celebrate our long term impact and excite and inspire supporters who recognise that young people have the energy, idealism and commitment to change the world; they just need the opportunity.

²⁴ Children’s Commissioner, *An Alternative Route: Post-16 support for young people attending Alternative Provision*, 10 May 2024

²⁵ Children’s Commissioner, *An Alternative Route*, 10 May 2024

Structure, Governance and Management



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, we said goodbye to our chair, Jonathan Beebe, who served almost ten years on the board. Following a review of the role, which included an external search, Matthew Davies was appointed as the new chair. One existing trustee was re-elected for a new term. All trustees gave their time voluntarily and received 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 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.

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 and signed by order of the Board.



.....

Matthew Davies (Chair of Trustees)

13 May 2025





Independent Auditors' Report and Financial Statements



Opinion

We have audited the financial statements of City Year UK (the 'charitable company') for the year ended 31 July 2024 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 2024 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 auditors 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 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 44, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

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

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:

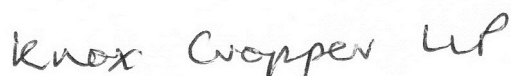
- The Charitable Company is required to comply with both company law and charity law and, based on our knowledge of its activities, we identified that the legal requirement to accurately account for restricted funds was of key significance.
- We gained an understanding of how the charitable company complied 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. 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.

Simon Goodridge (Senior Statutory Auditor)



For and on behalf of Knox Cropper LLP, Statutory Auditor

65 Leadenhall Street

London

EC3A 2AD

16/05/2025

Statement of Financial Activities

CITY YEAR UK
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2024

	Notes	Unrestricted Funds	2024 Restricted Funds	Total Funds	Unrestricted Funds	2023 Restricted Funds	Total Funds
Income and endowments from							
Donations and legacies							
Grants and Donations	2	1,486,075	179,682	1,665,757	1,161,634	441,194	1,602,828
Investment Income		656	-	656	804	-	804
Charitable activities		973,570		973,570			
School Fees			-		1,013,588	-	1,013,588
Total Income		2,460,301	179,682	2,639,983	2,176,026	441,194	2,617,220
Expenditure on							
Raising funds							
Costs of Generating Voluntary Income		296,939		296,939	306,839	-	306,839
Charitable Activities		2,141,218	179,682	2,320,900			
Programme Expenses					1,846,496	441,194	2,287,690
Total Expenditure	4	2,438,157	179,682	2,617,839	2,153,335	441,194	2,594,529
Net income/(expenditure)		22,144	-	22,144	22,691	-	22,691
Net Movement in funds		22,144	-	22,144	22,691	-	22,691
Reconciliation of funds							
Total Funds Brought Forward		449,983	-	449,983	427,292	-	427,292
Funds Brought Forward							
Total Funds Carried Forward		472,127	-	472,127	449,983	-	449,983

All incoming resources and resources expended derive from continuing activities.

Balance Sheet

CITY YEAR UK
BALANCE SHEET
AS AT 31 JULY 2024

	Notes	2024 £	2023 £
Fixed Assets			
Tangible Assets	10	-	-
Investments	11	1	1
		<u>1</u>	<u>1</u>
Current Assets			
Debtors	12	202,271	132,742
Cash at Bank and in Hand		397,945	455,419
		<u>600,216</u>	<u>588,161</u>
Liabilities			
Creditors: amounts falling due Within One Year	13	<u>128,090</u>	<u>138,179</u>
Net Current Assets		472,126	449,982
Total Net Assets	15	<u>472,127</u>	<u>449,983</u>
The Funds of the Charity:			
Unrestricted Funds			
General Funds	14	472,127	449,983
Restricted Funds	14	-	-
Total Funds		<u>472,127</u>	<u>449,983</u>

Approved by the Board of Trustees and signed on its behalf by:



Matthew Davies (Chair of Trustees)

13 May 2025

Registered Company Number: 06965846

Registered Charity Number: 1131350

Statement of Cashflows

CITY YEAR UK
STATEMENT OF CASHFLOWS

	2024	2023
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net cash flows provided by (used in) operating activities	(57,474)	124,922
	<hr/>	<hr/>
NET CHANGE IN CASH AND CASH EQUIVALENTS	(57,474)	124,922
	<hr/>	<hr/>
Cash and cash equivalents at the start of the year	455,419	330,497
	<hr/>	<hr/>
Cash and cash equivalents at the end of the year	397,945	455,419
	<hr/>	<hr/>
RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES		
	2024	2023
	£	£
Net Income / (expenditure) for the financial year	22,144	22,691
Adjustments for:		
(Increase)/decrease in debtors	(69,530)	161,494
Increase/(decrease) in creditors	(10,087)	(59,263)
	<hr/>	<hr/>
Net cash provided by (used in) investing activities	(57,473)	124,922
	<hr/>	<hr/>

**Notes Forming Part
of the Financial
Statements**

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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

In assessing the charity's ability to continue as a going concern, trustees have reviewed cash flow forecasts and fundraising prospects for the next twelve months. In a tough fundraising environment for the charity sector in general, we have on-going strategies in place to mitigate risk whilst recognising that uncertainties remain around future income. Nonetheless, the trustees believe that with active fundraising and tight cost control, it remains appropriate to prepare the accounts on a going concern basis. The trustees have set clear budgets and goals to make operating surpluses and grow the reserves over the next two years.

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.

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 2024

2. GRANTS AND DONATIONS

	Unrestricted	Restricted	2024	2023
	£	£	Total	Total
			£	£
Grants				
London	-	35,833	35,833	24,338
West Midlands	-	17,833	17,833	60,280
Greater Manchester	-	75,094	75,094	70,394
Central costs	-	50,922	50,922	275,000
Other grants and donations	-	179,682	179,682	430,012
Gala Dinner		-		500
Government Kickstarter Scheme				11,182
Unrestricted	1,467,435	-	1,467,435	1,136,036
	<u>1,467,435</u>	<u>179,682</u>	<u>1,647,117</u>	<u>1,577,730</u>
Donations in Kind				
Staff training funded through transfer of Apprenticeship Levy	18,640	-	18,640	25,098
	<u>18,640</u>	<u>-</u>	<u>18,640</u>	<u>25,098</u>
	<u>1,486,075</u>	<u>179,682</u>	<u>1,665,757</u>	<u>1,602,828</u>

There were £18,640 in value donations in kind during FY24 (FY23: 25,098). 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 defined by region, but by other purpose.

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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. In July 2023 the bank account was closed and the balance transferred to the charity in settlement of the intercompany balance. The company was dissolved on 15 April 2025.

A summary of the trading results is shown below:

	2024 Total £	2023 Total £
Summary Profit and Loss Account		
Turnover	0	(57)
Administration expenses	0	(57)
Management fee paid to parent charity	0	(57)
Profit before taxation	-	-
Tax	-	-
Retained earnings	1	56
Retained earnings brought forward	-	-
Gift Aid Donation to Parent Charity	0	1
Retained earnings carried forward	0	1
	As at 31 July 2024 £	As at 31 July 2023 £
Summary Balance Sheet		
Current Assets	0	1
Creditors: Amounts falling due within one year	-	-
Total Net Assets	1	1
Aggregate Share Capital and Reserves	1	1

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

4. TOTAL RESOURCES EXPENDED

	Cost of Generating Funds	Charitable Expenditure	Support Costs	2024 Total	2023 Total
	£	£	£	£	£
Direct Programme Staff		855,076		855,076	937,548
Non Programme Staff	294,479		309,829	604,308	614,705
Volunteer Expenses		613,830		613,830	430,097
Volunteer Recruitment- Salaries		137,730		137,730	129,804
Volunteer Recruitment- Other		65,580		65,580	68,992
Programme Costs		56,917		56,917	57,459
Training		84,538		84,538	84,681
Property & Maintenance			49,563	49,563	47,804
Staff Recruitment			3,469	3,469	48,224
IT & Telecoms			55,676	55,676	71,898
Staff Travel & Accommodation		10,350	1,374	11,724	12,893
Communications		17,759		17,759	21,439
Legal & Professional		12,285	11,770	24,055	22,196
Other Overheads			8,052	8,052	10,679
Fundraising Events	2,460			2,460	7,870
Affiliation Fee		27,101		27,101	28,240
	296,939	1,881,167	439,733	2,617,839	2,594,529
Reallocation of support Costs		439,733	(439,733)		
	296,939	2,320,900	-	2,617,839	2,594,529

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

5. NET INCOMING RESOURCES FOR THE YEAR

	Year Ended 31 July 2024 £	Year Ended 31 July 2023 £
This is stated after charging/(crediting):		
Auditors Remuneration	12,285	11,700

6. STAFF COSTS

Salaries and Wages	1,412,273	1,489,495
Social Security Costs	129,658	141,508
Pension Costs	55,184	50,774
	<u>1,597,115</u>	<u>1,681,777</u>

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

	No.	No.
£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:

	No.	No.
Programme Staff	25	24
UK Year of Service: School service Leaders	4	9
Fundraising, Administration and Support	21	15
	<u>50</u>	<u>48</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 41 employees (2023:42). As at the year end, £9,383 was outstanding (2023: £9,278).

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

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 £291,386 (2023: £309,282).

8. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS

None of the Trustees received any remuneration or were reimbursed expenses during the period (2023: 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 £352,000 (2023: £179,532) from Credit Suisse, £29,922 (2023: £65,107.26) from Bank of America and £60,000 from Akin (FY23: £30,000) and £87,289 from CVC Capital Partners (FY23: £160,245). There were no amounts due to or from these funders at the year end.

Seven trustees also made personal donations to the charity during the year which amounted to £39,731 in total (2023: Six Trustees totalling £72,650).

Trustees, AnnMaura Connolly and Stephanie Wu are also the Chief Strategy Officer of City Year Inc and Chief Transformation 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 2024, 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 2024

11. INVESTMENTS

	As at 31 July 2024 £	As at 31 July 2023 £
Investment in unquoted subsidiary undertaking		
At cost	£1	£1

See note 3 for further information.

12. DEBTORS

	As at 31 July 2024 £	As at 31 July 2023 £
Due from Group Undertaking	-	
Trade Debtors	14,871	98,315
Accrued Income	172,706	6,671
Other Debtors	1,600	1,275
Prepayments	13,094	26,481
	<hr/> 202,272	<hr/> 132,742

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	As at 31 July 2024 £	As at 31 July 2023 £
Trade Creditors	11,841	48,729
Taxes and Social Security	32,348	35,689
Other Creditors	9,383	9,278
Accruals and Deferred Income	74,518	44,483
	<hr/> 128,091	<hr/> 138,179

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2024

14. MOVEMENTS IN FUNDS

	At 1 August 2023	Incoming Resources	Outgoing Resources	Transfers	At 31 July 2024
	£	£	£	£	£
Restricted Funds:					
London	-	35,833	(35,833)	-	-
West Midlands	-	17,833	(17,833)	-	-
Greater Manchester	-	75,094	(75,094)	-	-
Central Costs	-	50,921	(50,921)	-	-
	-	179,682	(179,682)	-	-
Unrestricted funds:					
General Funds	449,983	2,460,301	(2,438,157)	-	472,127
	449,983	2,639,983	(2,617,839)	-	472,127

	At 1 August 2022	Incoming Resources	Outgoing Resources	Transfers	At 31 July 2023
	£	£	£	£	£
Restricted Funds:					
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)	-	-
Unrestricted funds:					
General Funds	427,292	2,176,026	(2,153,335)		449,983
	427,292	2,617,220	(2,594,529)		449,983

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 2024

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	1	-	1
Net Current Assets	472,126	-	472,126
Net Assets at 31 July 2024	472,127	£-	472,127

For comparative period:

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

Additional Information



Reference & administrative details

Board of Trustees

Matthew Davies	Chair of the Board
Jonathan Beebe	Chair of the Board (tenure ended on 8 July 2024)
AnnMaura Connolly	
Patrick Flaherty	
Kasey Hooper	
Sachin Jogia	
Michael Lynas	
Bethia McNeil	
Merary Soto-Saunders	
James Terry	
Rodney Williams	
Stephanie Wu	

Senior management team

Kevin Munday	Chief Executive
Craig Burgess	Chief Operating Officer (left 10 May 2024)
Chandni Radia	Director of Development and External Relations
Alison Vaughan	Director of Finance, appointed 13 May 2024
Sophie Fanning-Tichborne	Associate Director of Development, appointed 13 May 2024
Louisa Hopkins	Associate Director of School Partnerships and Volunteer Recruitment, appointed 13 May 2024
Dean Thomas-Lowde	Associate Director of Programmes, appointed 13 May 2024

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



GET INVOLVED

Join us to tackle educational inequality

More than 1,800 young people have already given around 2.5 million hours in 284 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.

Make a donation

We are grateful for any donation you'd like to make. Visit 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 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 or call 020 7014 2680.

Have a question or feedback?

Get in touch at cityyear.org.uk/contact-us

CITY YEAR UK

A COMPANY LIMITED BY GUARANTEE

CHARITY NUMBER: 1131350

COMPANY NUMBER: 06965846



CITY YEAR UK
celebrating



YEARS

cityyear.org.uk/15

Contact us

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020 7014 2680

Other Offices:

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City Year UK is a registered charity
(1131350) and company registered in
England and Wales (06965846)



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