START YOUNG UK

Empowering young people to achieve

Charity Trustee Report

1st April 2025 – 31st March 2026



START YOUNG UK

Trustees' Annual Report

For the year ended 31 March 2026

Charity Registration Number: 1196028
Report prepared by: The Board of Trustees
Date of report: Monday 14th September 2026

1. Chair's / Trustees' Introduction

The year ended 31 March 2026 has been a period of continued development and impact for Start Young UK.

Throughout the year, the charity has continued to support young people and families experiencing socio-economic disadvantage, while strengthening the quality, reach and sustainability of its programmes.

Our work has focused on creating opportunities that improve young people's confidence, skills, access to education and employment, and exposure to positive role models and professional environments.

During the reporting year, the charity continued to develop its two core programmes, **Elevate** and **Thrive**, alongside community initiatives including our Christmas Gifting Programme and fundraising activities.

We have also continued to develop partnerships with corporate organisations, schools, colleges, community organisations and volunteers. These relationships have enabled us to provide young people with access to professionals, mentors, work experience and information about education and early-career opportunities.

As the charity continues to grow, the reporting year has also highlighted the importance of strengthening our governance, internal systems, data collection, financial sustainability and operational capacity.

The Board of Trustees would like to thank our staff, volunteers, corporate partners, schools, families, supporters and young people for their continued contribution to Start Young UK's work.

2. Impact at a Glance — Year Ended 31 March 2026

Overall Charity Impact

Elevate Programme

Measure	Year ended 31 March 2026
Students enrolled	110
Students completing the programme	73
Cities reached	3
Cohorts delivered	4
Sessions delivered	33
Work experience opportunities created	13
Speakers & facilitators engaged	46+
Mentors engaged	35+
External organisations engaged	16+

Thrive Programme

Measure	Year ended 31 March 2026
Young people supported	100+
Families supported	80+
Activities / events delivered	3

Outcome figures are based on responses received at the time of reporting. Where follow-up information remains outstanding, figures represent confirmed responses rather than projected outcomes.

3. About Start Young UK

Start Young UK is a registered charity supporting young people from socio-economically disadvantaged backgrounds.

Our work focuses on reducing barriers to education, personal development and future employment by providing young people with access to opportunities, experiences, resources, role models and support.

Vision

To empower young people from socio-economically disadvantaged backgrounds to achieve their full potential and thrive within their communities.

Mission

To provide young people with access to education, career development, essential resources and personal growth opportunities, helping them overcome barriers and build positive futures.

Our Values

Empowerment
Providing tools, experiences and opportunities that help young people recognise and develop their potential.

Inclusivity
Ensuring young people can access support and opportunities regardless of their background.

Collaboration
Working with schools, businesses, community organisations, volunteers and other partners to increase our impact.

Integrity
Maintaining high standards of safeguarding, accountability and responsible governance.

Innovation
Continuing to adapt our programmes to respond to the needs of young people and the communities we serve.

4. Our Programmes

Elevate

Elevate is a six-month programme supporting young people aged 16–18 to develop personal, professional and employability skills and increase their awareness of future education and career opportunities.

The programme combines structured workshops, professional speakers, mentoring, employer engagement, work experience and opportunities to learn directly from people working across different industries.

During the reporting year, Elevate continued with delivery across **London, Manchester and Northampton**, supported by corporate partners and external organisations.

The programme provided young people with exposure to:

- Employability and workplace skills
- Communication and confidence
- Career exploration
- Apprenticeship opportunities
- University and further education pathways
- Financial awareness
- Professional environments
- Mentoring
- Work experience
- Personal development
- Safeguarding and online safety

During the reporting year, **110** students **participated**, with **73 completing graduation**.

The programme involved over **46 speakers and facilitators, 35 mentors and 16 external organisations**, providing young people with access to a wide range of professional experiences and perspectives.

Elevate Outcomes

Based on the follow-up information received as of date:

- **17 students** were exploring or pursuing apprenticeship opportunities.
- **4 students** had successfully secured apprenticeships.
- **5 students** had progressed into employment.
- **32 students** were progressing to college or further education

The charity continues to improve its post-programme follow-up processes to ensure longer-term outcomes can be tracked more consistently.

Thrive

The Thrive Programme provides holistic support to children and young people aged 5–18 who may experience barriers to educational, social or personal development.

The programme includes:

- Mentoring
- Skills development
- Community activities

- Educational experiences
- Practical support
- School and community engagement
- Opportunities to develop confidence and social skills

During the reporting year, Thrive supported 12 young people and families through a range of activities and interventions.

5. Events and Community Activities

During the reporting year, Start Young UK continued to provide activities and experiences designed to support young people's confidence, development and wellbeing.

Key activities included:

Mudchute Farm

15 children and their families attended.

Pantomime Peacock Theatre – Cinderella

There was a total of 48 people who attended, including children and their families.

Multiverse Summer Fun Run

Over 20+ participants came together dressed up as a superhero to run, raising over £1000.

Elevate Graduations – London, Manchester and Northampton

73 students and over 100 guests attended the Graduations

Youth Empowerment Summit

Over 100 attendees including young people, community leaders, educators, policymakers, and business professionals attended our first ever Youth Empowerment Summit to support unlocking the potential of the next generation.

Diversity Awards

The charity was shortlisted - several Trustee's and staff attended the event.

Christmas Gifting

Through our annual initiative, Over 25 volunteers helped wrap 700+ gifts for 80+ families as well as 70+ gifts to the NEWway project.

Where possible, the charity records both participation and outcomes from these activities to understand the difference they make to young people and families.

6. Christmas Gifting Programme

The Christmas Gifting Programme remains an important part of Start Young UK's community support.

The initiative provides gifts and essential items to families experiencing financial hardship during the Christmas period.

Since the initiative began, the programme has distributed thousands of gifts and support packages to families and community organisations.

During the reporting year:

- £5,061 was raised.
- 80+ families were supported.
- 700+ gifts / parcels were distributed.
- 27+ volunteers contributed.
- Asda, Multiverse and many more supported the initiative.

The programme continues to demonstrate the value of community and corporate collaboration in responding to practical needs faced by families.

7. Partnerships and Collaborations

Partnerships remain central to Start Young UK's ability to deliver high-quality programmes.

During the reporting year, the charity worked with corporate, education, community and public-sector organisations to provide young people with access to professional knowledge, mentoring, work experience, career opportunities and wider support.

Key partners included:

- Barclays
- Multiverse

- Lloyds
- MET Police
- Accenture
- Newham Council
- And many more

Corporate and external contributors supported Elevate through:

- Professional speakers
- Workshop facilitators
- Mentoring
- Work experience
- Career insight
- Apprenticeship information
- Early-career opportunities

The charity will continue to develop these relationships while seeking new organisations that can contribute meaningful opportunities for young people.

8. Staffing and Volunteers

Start Young UK continues to operate with a lean staffing model supported by trustees, volunteers and delivery partners.

During the reporting year, the charity continued to develop its internal capacity and strengthen role clarity, operational processes and organisational systems.

Staff and volunteers contributed to:

- Programme delivery
- Administration
- Fundraising
- Communications
- Partnerships
- Events
- Safeguarding
- Governance
- Community support

Corporate volunteers also made a significant contribution to Elevate through mentoring, speaking and facilitation.

The charity recognises that sustainable growth requires appropriate staffing capacity, effective volunteer management and clear organisational responsibilities.

9. Governance

Start Young UK is governed by its Board of Trustees, who are responsible for overseeing the charity's strategy, finances, safeguarding, risk management and compliance.

During the reporting year, the Board continued to focus on:

- Trustee recruitment and succession planning
- Board skills and capacity
- Governance policies
- Financial oversight
- Risk management
- Safeguarding
- Data protection
- Conflicts of interest
- Organisational sustainability
- Strategic planning

The Board continues to review its composition and skills to ensure that the charity has appropriate expertise to support its continued development.

10. Safeguarding

Safeguarding remains a fundamental responsibility of Start Young UK.

The charity maintains safeguarding policies and procedures covering its programmes, activities, volunteers, staff and trustees.

Risk assessments are completed for relevant programme activities and venues.

Safeguarding considerations include:

- Safe recruitment and appropriate checks
- Safeguarding training
- Clear reporting procedures
- Designated safeguarding responsibility
- Risk assessments
- Appropriate supervision
- Online safety
- Travel and venue safety
- Management of individual needs and reasonable adjustments

During the reporting year, the charity recorded zero safeguarding concerns/incidents.

Where concerns were raised, they were managed in accordance with the charity's safeguarding procedures and, where appropriate, referred to relevant external agencies.

11. Policies, Compliance and Organisational Development

During the reporting year, the charity continued to review and strengthen its internal policies and procedures.

Areas of focus included:

- Safeguarding
- Complaints
- Grievance
- Conflicts of interest
- Data protection
- Health and safety
- Risk management
- Financial controls
- Volunteer management
- Trustee governance
- Confidentiality

The charity also continued to develop its approach to data collection and impact measurement to improve the quality and consistency of programme reporting.

Where appropriate, policies were reviewed with professional or legal support.

12. Risk Management

The Board maintains oversight of the principal risks facing Start Young UK.

Financial sustainability

The charity continues to develop a more diverse range of income streams to reduce reliance on individual sources of funding.

Mitigation: Development of corporate partnerships, grant applications, individual giving and fundraising.

Programme capacity

Growth in programme delivery increases operational requirements.

Mitigation: Clear programme planning, improved systems, volunteer support and appropriate staffing.

Safeguarding

The charity works with children and young people and therefore maintains safeguarding as a priority risk.

Mitigation: Policies, training, risk assessments, reporting procedures and designated safeguarding responsibility.

Governance

As the charity grows, governance requirements and board capacity must develop accordingly.

Mitigation: Trustee recruitment, skills review, succession planning and regular policy review.

Data protection

The charity handles personal information relating to young people, families, staff, volunteers and partners.

Mitigation: Data protection policies, appropriate access controls and secure storage procedures.

Funding

Future programme delivery is dependent on sustainable funding.

Mitigation: Diversification of income sources and development of long-term partnerships.

13. Financial Review

The Board is responsible for ensuring that the charity maintains appropriate financial controls and uses charitable funds responsibly.

Income

During the reporting period, the charity received total income of approximately:

£45,623

Key income sources included:

- Grants: £16,710
- Corporate partnerships: £3,960
- Donations: £19,892
- Fundraising: £5,061
- Other income: £0

Expenditure

Total expenditure during the reporting period was:

£60,991

Key areas of expenditure included:

- Programme delivery
- Staffing
- Community support
- Christmas Gifting
- Events
- Operational costs

Reserves

The charity's reserves position at the end of the reporting period was:

£31,743

The Board continues to monitor reserves and financial sustainability as part of its regular financial oversight.

The charity aims to maintain sufficient unrestricted funds to meet its ongoing commitments and manage unexpected financial pressures.

14. Fundraising

Fundraising remains important to Start Young UK's ability to support young people and families.

During the reporting year, fundraising activity included:

- Corporate fundraising
- Individual donations
- Christmas Gifting fundraising

Total fundraising income:

£5,061

The charity continues to explore opportunities to strengthen regular giving, corporate partnerships, grants and community fundraising.

15. Impact and Learning

Start Young UK recognises that measuring activity alone does not demonstrate impact.

During the reporting year, the charity continued to develop its approach to measuring:

- Participation
- Confidence
- Skills development
- Career awareness
- Educational progression
- Apprenticeship interest
- Apprenticeship applications
- Employment
- Work experience
- Student aspirations
- Feedback from schools and partners

The charity is continuing to improve its post-programme follow-up so that longer-term outcomes can be tracked more effectively.

This will allow future reports to demonstrate not only how many young people participated, but what happened as a result of their participation.

16. Challenges and Learning

The reporting year provided a number of opportunities for organisational learning.

As the charity has expanded its programme delivery across multiple locations, it has become increasingly important to ensure that operational systems develop alongside programme growth.

Key areas of learning included:

- The need for stronger centralised data systems
- The importance of consistent post-programme follow-up
- Clearer ownership of external relationships
- Strengthening internal administration
- Ensuring trustee capacity keeps pace with organisational growth
- Developing sustainable funding streams
- Improving impact measurement
- Maintaining appropriate safeguarding and compliance systems as delivery expands

These areas will inform the charity's priorities for 2026/27.

17. Plans and Priorities for 2026/27

As the charity moves into the 2026/27 financial year, the Board's priorities include:

Programme Development

Continue to deliver and improve Elevate and Thrive while ensuring programmes remain responsive to the needs of young people.

Accreditation

Continue development of an appropriate recognised qualification within the Elevate programme.

Corporate Partnerships

Strengthen existing corporate relationships and develop new partnerships that provide meaningful opportunities for young people.

Funding

Diversify income through grants, corporate partnerships, fundraising and individual giving.

Impact Measurement

Strengthen systems for collecting, analysing and reporting student outcomes.

Governance

Continue to strengthen trustee capacity, succession planning, policy oversight and organisational governance.

Operational Capacity

Develop systems, staffing and processes that support sustainable growth.

Community Support

Continue to provide practical support and positive experiences for children and families through Thrive and community initiatives.

18. Conclusion

The year ended 31 March 2026 has demonstrated the continued value of Start Young UK's work in supporting young people and families experiencing socio-economic disadvantage.

Through Elevate, Thrive, Christmas Gifting and wider community activities, the charity has continued to create opportunities that support confidence, skills, education, employment and personal development.

The commitment of our trustees, staff, volunteers, schools, corporate partners, community organisations and supporters has been central to this work.

As we move through 2026/27, the Board remains committed to ensuring that Start Young UK grows responsibly, maintains strong governance and safeguarding, strengthens its financial sustainability and continues to place the needs and aspirations of young people at the centre of its work.

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees

Charity Name
START YOUNG UK

On accounts for the year ended	01/04/2026	**Charity no (if any)**	1196028

Set out on pages 3 to 4 (remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 01/04/2026.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

[The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]]. *Delete* [ ] *if not applicable.*

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

** Please delete the words in the brackets if they do not apply.*

Signed:		**Date:**	26/08/2026

Name: Christopher Hanlon

Relevant professional qualification(s) or body (if any): Chartered Institute of Management Accounts

Address:	

Section B Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.	

CHARITY COMMISSION FOR ENGLAND AND WALES

Start Young UK	1196028

Receipts and payments accounts

CC16a

For the period from	02/04/2025	To	01/04/2026

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Buddy Donation	4,212	-	-	4,212	3,734
Barclays Aspire Programme	28,170	-	-	28,170	45,680
Just Giving	5,061	-	-	5,061	7,455
Youth Empowerment Summit	8,180	-	-	8,180	500
HRMC Gift Aid		-	-	-	1,079
		-	-	-	
		-	-	-	
		-	-	-	
***Sub total** (Gross income for AR)*	45,623	-	-	45,623	58,447
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	45,623	-	-	45,623	58,447
A3 Payments					
Staff Cost	43,331	-	-	43,331	26,341
Christmas Gifting	3,280	-	-	3,280	5,043
Administrative expenses	-	-	-	-	-
Travel expenses	4,442	-	-	4,442	1,647
Meeting Refreshments	165	-	-	165	564
Office Expenses	-	-	-	-	195
Programme Expenses	8,986	-	-	8,986	2,884
Booking & Payroll Fees	600	-	-	600	-
Other expenses	186	-	-	186	829
Sub total	60,991	-	-	60,991	37,503
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	60,991	-	-	60,991	37,503
Net of receipts/(payments)	- 15,369	-	-	- 15,369	20,944
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	47,112	-	-	47,112	-
Cash funds this year end	31,743	-	-	31,743	20,944

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at Bank	31,743	-	-
		-	-	-
		-	-	-
	Total cash funds	31,743	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
		Angela Caroo MBE	14/08/26