Trustees' Annual Report for the period

	Period start date				Period end date		
From	01	January	2025	To	31	December	2025

Section A Reference and administration details

Charity name	Youth Organisations in Uniform West Midlands CIO
Other names charity is known by	YOU WM
Registered charity number (if any)	1198465
Charity's principal address	West Midlands Lieutenancy
	11 Waterloo Street
	Birmingham
	Postcode **B2 5TB**

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Mr G Marsh	Charity Trustee and Chair		First Charity Trustee
2	Ms C Canty	Charity Trustee	Resigned 2 Oct 25	First Charity Trustee
3	Mr R Maybery	Charity Trustee		First Charity Trustee
4	Lady Diana Crabtree	Charity Trustee		The existing Trustees
5	Mr N Sarling	Charity Trustee		The existing Trustees
6	Mr C Houghton	Charity Trustee	Resigned 15 Jan 25	The existing Trustees
7	Mr K Aldridge	Charity Trustee		The existing Trustees
9	Mr M Heywood	Charity Trustee	Appointed 4 September 25	The existing Trustees
10	Ms Isabelle Harris	Charity Trustee	Appointed 20 April 26	The existing Trustees
11	Ms Mia Griffin	Charity Trustee	Appointed 23 April 26	The existing Trustees
12				
13				
14				
15				
16				
17				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
N/A	

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
N/A		

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	CIO
Trustee selection methods (eg. appointed by, elected by)	Appointed by existing trustees

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

The PROMOTION OF THE EFFICIENCY AND EFFECTIVENESS AND THE EFFECTIVE USE OF CHARITABLE RESOURCES OF YOUTH ORGANISATIONS WHOSE MEMBERS WEAR UNIFORMS IN THE WEST MIDLANDS FOR THE BENEFIT OF THE PUBLIC IN PARTICULAR BUT NOT EXCLUSIVELY BY:

(a) Consulting with the uniformed youth organisations to develop appropriate plans for delivery and implementation.

(b) Providing guidance to young people, parents and carers to enable them to choose the most appropriate uniformed youth organisation.

(c) Enabling capacity building of the uniformed youth organisations by advice to attract and develop adult volunteers.

(d) Supporting collaboration between uniformed youth organisations for mutual benefit.

(e) Raising awareness of the public benefit of membership of uniformed youth organisations to the individual and the community through advocacy, events and public relations.

'West Midlands' is the Cities of Birmingham, Coventry and Wolverhampton, and the Metropolitan Boroughs of Dudley, Sandwell, Solihull and Walsall.

'Uniformed Youth Organisations' are those units which are located in the West Midlands of The Army Cadet Force, Boys Brigade and Girls' Association, Combined Cadet Force, Fire Cadets, Girls' Brigade, Girlguiding, RAF Air Cadets, Sea Cadet Corps, Scouts, St John Ambulance and the Volunteer Police Cadets, together with such other youth organisations as the Trustees may in the future consider suitable for inclusion.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The main activities are as specified within the five action areas of the Objectives above, namely:

- Consultation between the youth organisations for public benefit
- Providing information and guidance to parents, carers and young people
- Enabling capacity building, particularly in adult volunteers
- Supporting collaboration
- Raising awareness of the public benefit of the young people's organisations

In planning the activities of the Charity the Trustees have had regard to the guidance given in Section 17(5) of the Charities Act and the Charities (Accounts and Reports) Regulations 2008

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

Section D Achievements and Performance

Summary of the main achievements of the charity during the year

This is the fourth Annual Report of the YOU WM Charity, which came about following discussions between leaders of the eleven Youth Organisations in 2021 with the Charity being registered as a CIO on 31 March 2022. Items updated since the year-end are marked 2026.

Kate Canty resigned on 2 October 2025; we thank her for her exceptional service as a Trustee since the formation of YOU WM. We are pleased to have appointed two young Trustees (aged 16-23), Isabelle Harris and Mia Griffin, to ensure that our Board best reflects the diversity of our organisations and to ensure that our Board kept fully focussed on the needs of young people.

We thank Jonathan Richardson who has handed over the role of YOU WM Coordinator to Mark Heywood DL in August 2026 after four years of dedicated and excellent service. Mark has 44 years personal experience in education leadership, safeguarding, outdoor learning, youth development and civic service.

Our objectives are mainly delivered through our local forums, one in each Local Authority area in the WM. These involve the local leaders of 'the 11' and representatives of the local authority, college, youth and volunteering agencies. They are chaired by a local Deputy Lieutenant and meet twice yearly.

We have developed a partnership with The West Midlands Combined Authority and The Careers and Enterprise Company, which led to the award of a contract in 2025 as a delivery partner for WMCA in promoting the benefits of participation in YOU organisations to young people in schools. This project is focussing on the opportunities presented by youth organisations in uniform introduced in school environments and activities for work related experience. In the Summer term 2026 a number of schools engaged with activity led by Jonathan Richardson, Coordinator, with St John Ambulance, cadet parades and decision-making tasks developed to create strong teamwork and leadership skills. At Q3 Academy, Tipton, part of the Mercian MAT in July The Mayor of the West Midlands, Richard Parker and local Councillors and MPs witnessed the days' activities and engagement with a significant number of Year 9 pupils. Reports of the event have been shared by the Mayor and further evidence of the potential for YOU WM activity to develop leadership, confidence and work-related skills in young people from a variety of backgrounds. This programme continues into the autumn term and beyond to engage with up to 2000 young people.

We are hugely excited by the potential of the Youth Council and determined that young people should not simply be consulted, but actively help shape the future of YOU WM by themselves becoming Trustees We are enormously grateful to our Youth Coordinator, Chloe Ann Manley and Youth Council Chair Izzy Harris, whose energy, enthusiasm and dynamic leadership have been instrumental in bringing this work to life.
Meetings have highlighted important themes, including mental wellbeing, access to opportunities, the value of volunteering and a fuller understanding of Equality, Eqyity, Diversity and Inclusion. The Council provides an inclusive opportunity for any young person within our partnering organisations to take on a youth voice representative role and develop an advocacy and social action skillset.

Through our contacts with 'YOU London', YOU WM facilitated attendance at the Colonels Parade and The King's Birthday Parade (Trooping of the Colour) by groups from the YOU WM organisations.

We are working with the organisers of The Invictus Games to enable opportunities for young people from our organisations to play an active role in supporting the delivery of this event, to be held in the West Midlands in 2027.

The YOU WM website is currently undergoing a complete refresh and revamp, and we are hugely excited about the opportunities this will bring. Our aim is to create a far more dynamic, engaging and youth-focused platform which is easier to navigate and, importantly, more inclusive and accessible for young people, . We thank Powerloop for their continued effort and look forward to our newly created website from Eighty3 Creative
The new website will provide opportunities for cadets and young people from across the whole of the West Midlands to become involved, share their experiences and celebrate their many successes. We also want it to shine a light on the wonderful work, achievements and personal journeys taking place across our eleven member organisations, celebrating the extraordinary growth and development of the young people we collectively support.
Ultimately, we hope the new website will become a vibrant and inclusive showcase for YOU WM — a place where young people feel represented, inspired and proud to belong, and where their voices, achievements and journeys can truly be celebrated.

Section D Achievements and Performance

We are grateful for funding from the Rowlands Trust and Baron Davenport Trust for funding this year and will be actively seeking additional funding in 2026 to support both core and additional activities.
YOU West Midlands offers local authorities a single, trusted gateway into one of the region's largest youth support networks, connecting 11 uniformed youth organisations that already reach more than 30,000 young people through over 8,500 trained adult volunteers. A modest, shared investment enables councils to strengthen preventative youth provision at scale, expand access to safe and enriching activities, grow trusted adult relationships, support skills and employability, amplify youth voice, and improve community cohesion. By coordinating existing voluntary infrastructure rather than creating new provision from scratch, YOU WM delivers high-impact, low-cost social value aligned with local priorities and the National Youth Strategy.

Sincere thanks are due to the leaders of the eleven youth organisations, our Trustees, the West Midlands Reserve Forces' and Cadets' Association, the Lord-Lieutenant, Deputy Lieutenants and staff of the WM Lieutenancy and other local supporters for their enthusiastic commitment to YOU WM.

Section E Financial review

Brief statement of the charity's policy on reserves	The Charity's policy on reserves is to maintain sufficient reserves to fund the planned activity of the Charity for at least 6 months in the future.
Details of any funds materially in deficit	None

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The Charity's principal sources of funds are:

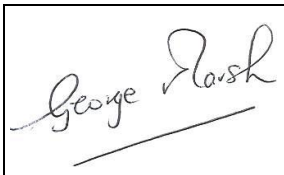
- Grants from grant making charities with an interest in young people and community development
- Public and private sector bodies

Section F Other optional information

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	GEORGE ROBERT MARSH	MARK HEYWOOD
Position (eg Secretary, Chair, etc)	TRUSTEE and CHAIR	TRUSTEE

Date	21st October 2026

CHARITY COMMISSION FOR ENGLAND AND WALES

YOUTH ORGANISATIONS IN UNIFORM WEST MIDLANDS CIO	1198465	CC16a

Receipts and payments accounts

For the period from	01/01/2025	To	31/12/2025

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					
The Rowlands Trust	8,076	-	-	8,076	2,000
WMCA	9,000	-	-	9,000	-
Baron Davenport Trust	500	-	-	500	-
Montal Charity	-	-	-	-	5,000
Michael Marsh Charity	-	-	-	-	5,000
Gowling Charity	-	-	-	-	1,000
Gratham Yorke Award	-	-	-	-	500
Dudley MBC Grant					5,000
Wolverhampton MBC - Restr Funds	-	-	-	-	
Sub total *(Gross income for AR)*	17,576	-	-	17,576	18,500
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	17,576	-	-	17,576	18,500
A3 Payments					
Co-ordinator Services	9,320	-	-	9,320	13,424
Youth Coord/Social Media	1,745	-	-	1,745	-
Website Maintenance	1,092	-	-	1,092	821
Website Upgrade	-	-	-	-	3,700
Wolverhampton Small Grants	-	11,155	-	11,155	-
	-	-	-	-	-
Events	-	-	-		491
	-	-	-	-	-
	-	-	-	-	-
Sub total	12,157	11,155	-	23,312	18,436
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	12,157	11,155	-	23,312	18,436
Net of receipts/(payments)	5,419	- 11,155	-	- 5,736	64
A5 Transfers between funds			-	-	-
A6 Cash funds last year end	19,374	20,000	-	39,374	19,310
Cash funds this year end	24,793	8,845	-	33,638	19,374

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		24,793	8,845	-
		-	-	-
		-	-	-
	Total cash funds	24,793	8,845	-
	(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
	George Marsh	GEORGE MARSH	14-Oct-26