

1040482

Foyer Federation for Youth

(Limited by Guarantee and not having a Share Capital)

Registered Company number 2699839

Registered Charity number 1040482

Directors' report and financial statements

30 September 1994

KPMG Peat Marwick
1 Forest Gate, Brighton Road, Crawley, West Sussex, RH11 9PT



Vision

To enable young people to become independent, self-sufficient and fully integrated into society.

Mission Statement

The Foyer Federation fosters and supports the development of a network of Foyers and devises and maintains standards relating to accommodation, guidance, support and job training advice.

The Foyer Federation seeks to be recognised by the Government, our clients - the young people - and our customers - employers, housing and training agencies as the most effective organisation in resolving unemployment and homelessness among young people

Foyer Federation for Youth

Directors' Report

Year ended 30 September 1994

Chair's report

The Federation is at an important stage in its short life. In the three years that have elapsed since the Federation was set up, the Foyer concept has caught on to a far greater extent than any of us could have hoped for. I believe that this is because it has touched a national chord of sympathy for young people in an increasingly competitive and stressful world. It shows the deep concern held by many that young people are properly integrated into and enabled to contribute to society's goals, while at the same time reaching their own individual potential.

The coming year will see an added dimension to our work. As well as the promotion of the Foyer concept we will be seeking to provide active and practical support for the new Foyers which have opened in the past year or which are currently under construction. As they come into operation it will become possible to build the network which is the Federation's ultimate goal. This will allow for the flow of information and experience between Foyers and for mobility for Foyer residents. This is a key element in the Foyer concept and it is important that it does not become hindered by inappropriate restrictions on allocation policies derived from public funding. Young people must be able to move as easily as possible around the country, and indeed around Europe, to take advantage of the most appropriate training and job opportunities.

During the coming year the Federation will be seeking to act as a focus for the experiences of Foyer managers, embracing both the housing and training dimensions of their work. This will enable us to establish standards of good practice for the benefit of the network as a whole. In due course we hope to develop this sufficiently to establish the criteria by which Foyers can be assessed and from which a system of accreditation could be established. Such a step will need the full support of all the organisations which fund, develop and manage Foyers and we will be consulting them during the year.

The Foyer Federation board was joined by Geoffrey Bush (GrandMet Trust), Chris Pearman (IDV Limited) and Nigel Milliner (Tate and Lyle PLC) who has agreed to act as honorary treasurer. We are sorry to lose Ruth Sillitoe (YWCA), who has served on the board since its conception and whose expertise will be missed.

In conclusion I would like to record the appreciation of the Board for my predecessor Richard Mann. As the Foyer Federation's founding Chair, his vision, enthusiasm and commitment have been a constant source of encouragement.



Dickon Robinson - Chair

12 January 1995

Foyer Federation for Youth

Chief Executive's Report

This has been another tremendous year for Foyers, with the network continuing to expand rapidly. The case for Foyers has been strengthened by the success of various projects and the demands for labour mobility, as evidenced by numerous reports of skills shortages in various parts of the country.

The Employment Minister was able to announce that, by March 1994, of the 567 young people involved in five YMCA pilot programmes, 44% went into employment, 33% into further training, and the remainder participated in Job Search and other initiatives. This was very encouraging for a group described by the Employment Services as "below normal Job Club standard". Another project, Gateway in South London (part-funded under the governments Rough Sleepers' initiative), achieved 100 positive outcomes, 42% of which resulted in employment. These are just two examples of the invaluable contribution made by Foyers.

The Foyer Federation achievements this year include:

- ◆ *A promotional video and brochure, to help inform local groups of the services and scope of Foyers.*
- ◆ *Foyer Fair, a national conference involving over 300 delegates.*
- ◆ *Support to the network of Foyer projects that has grown from 7 to 20 during the period.*
- ◆ *A public affairs programme including three receptions, seven exhibitions and twelve visits to Foyers in the UK and three visits to French Foyers.*
- ◆ *A staff training programme offering 14 in-house events and 14 for external agencies, and participation in the organisation of a conference for the European network.*
- ◆ *An advice and information service to agencies developing Foyers including site visits and attendance at 50 presentations or steering group events.*

Among the group of new purpose-planned Foyer projects which opened in the year are:

- ◆ *Gateway Project, developed by Peabody Trust and Look Ahead Housing Association, offering 116 bed spaces for London's young homeless people. A separate training centre run by GrandMet Trust, with support from LEntA, offers literacy, numeracy, life skills and job search training. This centre also runs programmes for the local community, including Community Action projects.*

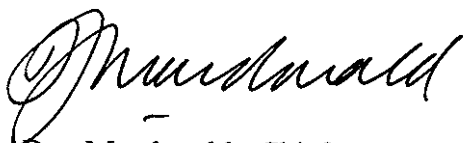
Foyer Federation for Youth

- ♦ *Sleaford Foyer, developed by TARMAC for Leicester Housing Association, with 28 bed spaces in a small rural town, where access to accommodation, training and employment is very difficult for young people. Its training programme is run by Grantham College and will shortly have an operational "Telecottages".*
- ♦ *Bridge House, developed by Kensington Housing Trust and St. Christopher's Fellowship, with housing for 22 young people. It has a training centre run by Hammersmith and West London College, where a managed work scheme converted the inside of the building. It offers a training programme to NVQ level 2 in different building skills, which (open to non-residents) also includes information technology.*

Support from employers at a local level has been essential, where participation from managers from companies such as BET plc has been crucial in helping to develop the employment and training programmes of local Foyers. The Federation is also strengthening its monitoring work in analysing employment and training trends in order to encourage best practice.

Many existing hostels and YMCAs are also developing Foyer programmes. These will provide a big boost to the growing national network which is not only developing in England, but throughout the United Kingdom.

The Federation is often asked for advice and information about the European experience and our European contacts bring an added dimension. We are very grateful to the support of the French, in particular to the encouragement of Charles Antoine Arnaud, President of both UFJT, the French Foyer Association, and OEIL, the European network. We are also very grateful to the support of the different Government Departments and agencies, in particular the Department of the Environment and the Employment Service, who have funded much of the Foyer provision so far. They have also seconded two staff to the Federation. GrandMet Trust have also been very supportive, donating services such as accounting, equipment and the salaries of two members of staff.



Don Macdonald - Chief Executive
12 January 1995

Foyer Federation for Youth

Finance Report

The Foyer Federation achieved charitable status towards the end of the financial year and accordingly has amended the format of the accounts to meet the principles expressed in the Exposure Draft of the revised Statement of Recommended Practice No:2 Accounting by Charities.

The main source of income has been private sector support, particularly from BET plc, Grand Metropolitan Charitable Trust, The Rank Foundation and TSB Foundation. There have been government grants and European Social Fund (HORIZON) grants for various projects. Staff were seconded to the Federation from GrandMet Trust and from the Government Departments of Employment and Environment.

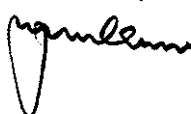
Gross income received in the year increased to £277k (1993: £181k), £98k was committed to specific projects aimed at raising public awareness of Foyers. Voluntary fundraising reduced to 37% (1993: 62%) of total income but remained in line with the actual amounts raised last year. Income generated by way of purpose increased to 29% (1993: 12%) which enabled the Federation to fund its "Foyer Fair". Grand Metropolitan Charitable Trust had sufficient confidence in the work of the Federation to make an additional grant. This came after the end of the financial year and covers the small deficit. The deficit for the year of £3,900 (1993: £1,296) is transferred to accumulated funds. All in all this is the second full year of the Federation and the portents are good.

Particular Thanks to:

BET plc
Clifford Chance
Department of the Environment
Grand Metropolitan Charitable Trust
GrandMet Trust
IDV Limited
Laing Charitable Trust
Peabody Trust
TARMAC Construction plc
TSB Foundation

British Airways plc
Employment Service
East London Housing Association
Grand Metropolitan plc
HORIZON (ESF)
Knightstone Housing Association
North British Housing Association
Rank Foundation
The Post Office
OEIL

Nigel Milliner - Treasurer
12 January 1995



Foyer Federation for Youth

Legal and Administration Details

Foyer Federation for Youth is a Company limited by guarantee, formed in 1992 and registered in London no. 2699839. The Company obtained charitable status on 31 August 1994, charity no. 1040482.

Foyer Federation for Youth Board (for year ended 30 September 1994)

Chair

Dickon Robinson

(appointed Chair 20 September 1994)

Richard Mann

(resigned Chair and Board 20 September 1994)

Vice Chair

Shelia McKechnie

Treasurer

Nigel Milliner

(appointed Treasurer 20 September 1994)

Other Directors

Geoffrey Bush

(appointed 20 September 1994)

Sir Christopher Harding

Andrew Harris

John Farrow

Christopher Pearman

(appointed 20 September 1994)

John Plummer

Victoria Stark

Ruth Sillitoe

(resigned 20 September 1994)

Barbara Thorndick

Observers

Julian Heddy of OEIL

Richard Horsman of Department of the Environment

Corinne Underwood of London Enterprise Agency (LEntA)

Secretary

Don Macdonald

Foyer Federation for Youth

Principal Officers

Don Macdonald	Chief Executive (seconded from GrandMet Trust until 30.9.94)
Jill Tomlin	Deputy Chief Executive (seconded from Department of Environment)
David Tyler	Development Director (seconded from GrandMet Trust until 30.9.94)

Staff members

Gill Sewell	Training and support
Kath Whalley	Employment affairs (seconded from The Employment Service)
Chris Fagg	European affairs
Anthony Hopson	Support (information)
Ursula Emile	Support (membership and finance)

Registered and principal office

91 Brick Lane
LONDON
E1 6QN

Bankers

National Westminster Bank plc
65 Brushfield Street
LONDON
E1 6AD

Auditors

KPMG Peat Marwick
1 Forest Gate
Brighton Road
CRAWLEY
West Sussex
RH11 9PT

Solicitors

Clifford Chance
200 Aldersgate Street
LONDON
EC1A 4JJ

Statement of Directors' Responsibilities

Company and charity law require the Directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Company and the excess of expenditure over income of the Company for that period. In preparing those financial statements, the Directors are required to:

- ♦ *select suitable accounting policies and then apply them consistently;*
- ♦ *make judgements and estimates that are reasonable and prudent;*
- ♦ *state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;*
- ♦ *prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Company will continue in business.*

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They have general responsibilities for taking such steps as are reasonably open to them to safeguard the assets of the Company and to prevent and detect fraud and other irregularities.

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Foyer Federation for Youth

Report of the Auditors, KPMG Peat Marwick, to the Directors of Foyer Federation for Youth.

We have audited the financial statements on pages 10 to 16.

Respective responsibilities of Directors and Auditors

As described on page 8 the Company's Directors are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion based on our audit of those statements and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Directors in the preparation of the financial statements and, of whether the accounting policies are appropriate to the Company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error.

In forming our opinion we also evaluated the overall adequacy of the presentation of the information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the Company's affairs as at 30 September 1994 and of its excess of expenditure over income for the year then ended and have been properly prepared in accordance with the Companies Act 1985.

12th January 1995

KPMG Peat Marwick

KPMG Peat Marwick
Chartered Accountants, Registered Auditors
1 Forest Gate, Brighton Road, CRAWLEY, West Sussex RH11 9PT

Foyer Federation for Youth

Income and Expenditure Account for the year ended 30 September 1994

	Notes	Unrestricted funds	Restricted funds	Total 1994	Total 1993 as restated
		£	£	£	£
INCOME from continuing activities					
<i>Voluntary income</i>		64,010	40,323	104,333	113,250
<i>Gifts in kind</i>	10	7,220	0	7,220	0
<i>Grants received</i>		56,240	26,246	82,486	45,000
<i>Other income by way of purpose</i>	6	49,797	31,039	80,836	22,155
<i>Investment income</i>		1,984	0	1,984	926
		179,251	97,608	276,859	181,331
DIRECT EXPENDITURE from continuing activities					
	7	(189,977)	(81,031)	(271,008)	(176,816)
INDIRECT EXPENDITURE					
<i>Administration</i>	8	(5,428)	(4,323)	(9,751)	(5,811)
Excess of expenditure over income		(16,154)	12,254	(3,900)	(1,296)
Deficit brought forward		(4,095)	0	(4,095)	(2,799)
Deficit carried forward		(20,249)	12,254	(7,995)	(4,095)

The notes on page 12 to 16 form part of these financial statements.

The Company has no recognised gains or losses other than the excess of expenditure over income for the year.

The 1993 Income and Expenditure Account has been represented to provide a more informative analysis and accord with the Exposure Draft of the revised Statement of Recommended Practice No:2 Accounting by Charities.

Foyer Federation for Youth

(A company Limited by Guarantee and not having a Share Capital)

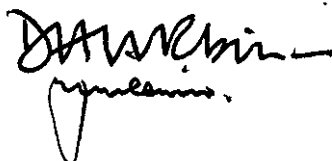
Balance Sheet for the year ended 30 September 1994

	Notes	1994 £	1993 £
FIXED ASSETS			
<i>Tangible fixed assets</i>	10	7,220	0
CURRENT ASSETS			
<i>Debtors</i>	11	22,532	0
<i>Cash at bank and in hand</i>		89,964	58,922
		<u>112,496</u>	<u>58,922</u>
CREDITORS:			
<i>amounts falling due within one year</i>	12	(127,711)	(63,017)
NET CURRENT LIABILITIES		<u>(15,215)</u>	<u>(4,095)</u>
NET LIABILITIES		<u>(7,995)</u>	<u>(4,095)</u>
ACCUMULATED FUNDS			
<i>Unrestricted funds</i>		(20,249)	(4,095)
<i>Restricted funds</i>	14	12,254	0
TOTAL FUNDS		<u>(7,995)</u>	<u>(4,095)</u>

The notes on pages 12 to 16 form part of these financial statements.

The financial statements were approved by the Directors on the 12 January 1995.

Dickon Robinson - Chair
Nigel Milliner - Treasurer



Foyer Federation for Youth

Notes to the financial statements

1. MEMORANDUM OF ASSOCIATION

The Company is limited by guarantee. At the 30 September 1994 there were 12 members, three of whom had undertaken to contribute £1 to the Company's assets in the event of the Company being wound up.

2. ACCOUNTING POLICIES

Basis of accounting

The accounts are prepared under the historical cost convention, in accordance with the Exposure Draft of the revised Statement of Recommended Practice No.2 Accounting by Charities, the existing Statement of Recommended Practice No.2 and applicable accounting standards. They have been prepared on the going concern basis which reflects the continued support given to the Company by Grand Metropolitan Charitable Trust (see note 13).

Fund accounting

The Company's reserves are allocated to two separate funds:

General unrestricted fund:

These resources arise from the accumulated surpluses and deficits on the provisions of general charitable purposes.

Restricted funds:

These funds are subject to specific conditions imposed by the donors.

Resources arising

Donations are accounted for on receipt. All other income is accounted for on an accruals basis. Gifts in kind consists of computers and office equipment donated to the Company. Their valuation is included in note 10. The items were capitalised according to the accounting policies for tangible fixed assets.

Resources used

All expenditure is accounted for on an accruals basis. Direct charitable expenditure comprises costs directly attributable to charitable programmes. This includes costs related to supporting the programmes and education of the public. Administration expenditure relates to the management of the Company's funds, organisational administration and compliance with statutory requirements.

Pension costs

The Company contributes towards the employees' defined contribution pension schemes. The amount charged in expenditure represents contributions to the schemes in the financial year paid to the schemes' administrators.

Foyer Federation for Youth

Capitalisation and depreciation of fixed assets

Tangible fixed assets are capitalised at cost or value at date of donation. Depreciation is calculated on a straight line basis to write down the cost or value at the following rates:

Computer equipment	33% per annum
Office equipment	33% per annum

3. CASHFLOW

Under Financial Reporting Standard Number 1, the Company is exempt from the requirements to prepare a cash flow statement because of its size.

4. DIRECTORS EMOLUMENTS AND REIMBURSED EXPENSES

No directors were employed by the Company. Emoluments and reimbursed expenses were not paid to any of the Company's Directors during the financial year.

5. RESOURCES ARISING

Voluntary income comprises donations from corporate bodies, gifts in kind represent tangible assets donated by GrandMet Trust, details of their valuation are contained in note 10. Grants received are from European Social Fund and Employment Department. Other income by way of purpose is derived from contributions towards training costs, membership, publications, conferences and seminars. Bank interest was received from short term deposits.

6. OTHER INCOME BY WAY OF PURPOSE

	1994	1993 as restated
	£	£
"Foyer Fair" 1993 & 1994	31,039	0
Contribution to projects	20,000	15,080
Contribution to conferences	18,050	3,745
Mailing list	7,840	3,330
Other	3,907	0
	<u>80,836</u>	<u>22,155</u>

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7. DIRECT EXPENDITURE

	1994	1993 as restated
	£	£
Staff costs	92,931	49,184
Seconded staff	0	53,750
Premises costs	8,812	6,581
Equipment and consumable costs	40,104	20,178
Conferences, seminars and other costs	129,161	47,123
	<u>271,008</u>	<u>176,816</u>

Staff costs include all employment expenditure including salaries, reimbursed expenses, staff training and recruitment. Two seconded staff were donated by GrandMet Trust for the 1994 financial year.

8. ADMINISTRATION EXPENDITURE

	1994	1993 as restated
	£	£
Bank charges	517	282
Loan interest	3,990	0
Audit fees	781	1,605
Legal and professional fees	140	3,924
Non-recurring costs	4,323	0
	<u>9,751</u>	<u>5,811</u>

9. STAFF EMOLUMENTS

	1994	1993
	£	£
Salaries	46,225	21,587
Social security	5,140	2,250
Pension and other	3,592	1,598
	<u>54,957</u>	<u>25,435</u>
Average number of staff	<u>3</u>	<u>3</u>

Staff emoluments exclude reimbursed expenses, staff training and recruitment costs. Staff emoluments were paid for a full year to three staff member during 1994 (1993: one member of staff).

Foyer Federation for Youth

10. TANGIBLE FIXED ASSETS

	1994
	£
Cost / valuation at 1 October 1993	0
Additions	7,220
Cost / valuation at 30 September 1994	<u>7,220</u>
Depreciation at 1 October 1993	0
Charge for the year	0
Depreciation at 30 September 1994	<u>0</u>
Net book value at 30 September 1994	<u>7,220</u>
Net book value at 30 September 1993	<u>0</u>

All tangible fixed assets at 30 September 1994 were donated on the 29 September 1994. One asset was capitalised at cost (£5,396), the remainder were capitalised at an estimate of their value when received.

11. DEBTORS

	1994	1993
	£	£
Trade debtors	452	0
Prepayments	2,080	0
Accrued income	20,000	0
	<u>22,532</u>	<u>0</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	1994	1993
	£	£
Loan	80,000	0
Trade creditors	38,028	59,879
Accruals	9,683	2,000
Tax and social security	0	1,138
	<u>127,711</u>	<u>63,017</u>

The loan was from GrandMet Trust, incurring interest at bank rate plus 1.5% .

Foyer Federation for Youth

13. POST BALANCE SHEET EVENTS

Since the year end the Company has received donations of £80,000 from Grand Metropolitan Charitable Trust and £10,000 from Marks and Spencer PLC. The GrandMet Trust loan of £80,000 was repaid in full on 15 November 1994.

14. RESTRICTED FUNDS

	Balance 1 Oct. 1993	Additions	Utilised/ released	Balance 30 Sep. 1994
	£	£	£	£
The Rank Foundation - (Training Officer costs)	0	20,000	7,746	12,254
TSB Foundation for England and Wales - (Training staff costs)	0	15,000	15,000	0
GrandMet Trust - Secretarial staff costs	0	4,323	4,323	0
The Post Office - ("Foyer Fair" 1994)	0	1,000	1,000	0
TOTAL VOLUNTARY INCOME	0	40,323	28,069	12,254
Employment Department - (Video and brochure project)	0	26,246	26,246	0
TOTAL GRANTS	0	26,246	26,246	0
"Foyer Fair 1993"	0	16,603	16,603	0
"Foyer Fair 1994"	0	14,436	14,436	0
TOTAL BY WAY OF PURPOSE	0	31,039	31,039	0
TOTAL RESTRICTED	0	97,608	85,354	12,254