

**GENERATION CHANGE****TRUSTEES REPORT****FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018**

The Trustees, who are also the Directors, of Generation Change present their report and financial statements for the year ended 31st July 2018.

**Reference & Administrative Information**

Charity Name	Generation Change
Charity registration number	1158567
Company registration number:	08595580
Registered Office	58 – 62 White Lion Street, London N1 9PP

**Trustees**

Peter Askew	Appointed 10 <sup>th</sup> May 2018
Sophie Livingstone	
Jennie Butterworth	
Michael Lynas	
Tessy Ojo	
Sam Conniff	Resigned 1 <sup>st</sup> November 2018

**Company Secretary**

Alison Vaughan

**Senior Management Team**

David Reed	Director
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**Bankers**

Unity Trust Bank  
9 Brindley Place  
Birmingham  
B1 2HB

**Solicitors:**

Ashurst LLP  
Broadwalk House  
5 Appold Street  
London  
EC2A 2HA



## **GENERATION CHANGE**

### **TRUSTEES REPORT**

#### **FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018**

#### **Our Aims and Objectives**

##### **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.

##### **Purposes and Aims**

GENERATION CHANGE's purposes as set out in the objects contained in the company's memorandum of association are,

- For the promotion of the voluntary sector for the benefit of the public by providing advice and assistance to voluntary sector organisations working in the field of youth social action to enable them to meet their purposes.
  - Voluntary sector means voluntary and community organisations, charities and other forms of social enterprise for public and community benefit whose constitutions prohibit the distribution of surplus funds.
  - Youth social action is defined as action that realizes young peoples' potential in practical activity by volunteering in service of others and which provides support and activities which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible adults.

The aims of our charity are to:

- to support youth social action organisations in the UK to improve their impact, status and scale in the UK
- to promote the role of high quality, structured youth social action opportunities in the UK
- to map the provision of social action programmes in the UK in order to make it easier for organisations to identify opportunities for young people to take part.

Our aims fully reflect the purposes that the charity was set up to further.

##### **Ensuring our work delivers our aims**

We shall be reviewing our aims, objectives and activities each year. This review looks at what we have achieved and the outcomes of our work during our fifth year of operation

## GENERATION CHANGE

### TRUSTEES REPORT

#### FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018

##### Summary for the year

In July 2017, Generation Change was coming towards the end of a pilot programme that had achieved many of our objectives in creating a model for youth programmes to learn about and improve their outcomes using a rigorous common framework. Our task for the 2018 financial year was to take the learning from this pilot, create a robust business case for expanding the scheme, and then secure the partnerships and funding to take it forward. We were successful in doing so, winning a contract to deliver an evaluation and learning programme for the £40 million #iwill Fund, which included a 3 year provision to deliver the Impact Accelerator with up to 30 organisations. Having secured this contract, we were able to win additional partnerships for organisations to join the accelerator, and launched the programme in summer of 2018. Alongside this core focus on the programme, Generation Change was involved in additional work to bring stakeholders together around our core mission, with the aim of identifying strategic initiatives that could drive systems change in the youth social action landscape. We continued our influencing work as the voice of youth social action providers in the UK, and had a number of successes in shaping the way government and other institutions pursued similar goals with regards to young people and social action.

Breakdown of achievements against our key objectives:

- 1. Wrap up our pilot and capture key learning so that the Impact Accelerator can as effective as possible in driving behaviour change in the youth sector.**
  - i. Delivered remaining improvement support for our 6 pilot organisations
  - ii. Awarded organisations with "Impact Partner" status, our certification identifying programme providers who have adopted our impact framework and who also demonstrate an on-going commitment to learning and improvement
  - iii. Codified the programme into a 12-month, 4-stage process, producing a logic model based on participant feedback and our own findings from the pilot.
  - iv. Worked with Dartington Service Design Lab to revised and refine and adapt the Confidence Framework tool, based on learning through the pilot
  - v. All Impact Partner organisations were willing to pay a membership fee for the Impact Partner offer, demonstrating the value of the certification.
- 2. Scale up the Impact Accelerator by securing the partnerships and funding to deliver successive cohorts of the scheme, as part of a strategy to embed the scheme for the youth sector.**
  - i. Secured funding from the Big Lottery Fund (now National Lottery Community Fund) to deliver the Impact Accelerator for 30 organisations over 3 years, as part of a consortium led by Dartington Service Design Lab.
  - ii. The "Learning Hub" contract with c. £1 million, includes a core work-stream to develop insights about quality practice by supporting organisations to learn and improve their offer through the Impact Accelerator.
  - iii. Alongside this contract, Generation Change secured partnerships from the Cooperative Foundation and Paul Hamlyn Foundation to sponsor organisations to take part in the scheme.
  - iv. In order to deliver the Impact Accelerator at scale, Generation Change needed to recruit and expand its staff team, and develop its operational capacity, which involved strategy and planning sessions with input from our network.
- 3. Recruit organisations to take part the Impact Accelerator programme with a summer 2018 start.**
  - i. Developed communications to explain the offer and answer questions about the time commitment, costs, benefits, requirements to take part, etc.

## **GENERATION CHANGE**

### **TRUSTEES REPORT**

#### **FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018**

- ii. Met with 23 organisations in face to face meetings with Chief Executives and programme managers to explain the offer, travelling to Bristol, Manchester, London and Birmingham
- iii. Held 2 Taster Days, in Birmingham and London, which were attended by 19 organisations.
- iv. Overall, 22 organisations applied for the scheme, with nearly all of these stating that they were willing to pay a contribution towards the costs themselves.

#### **4. Develop Horizon as a valued data tool for youth social action stakeholders**

- i. Led a design sprint to develop features on the Horizon platform that support users to create a profile and upload their data. This involved user testing and validation.
- ii. These features have been proven to be successful, with new users completed expected user behaviours without prompting or support.
- iii. After some scoping with the Big Lottery Fund, we were ultimately unsuccessful in getting the tool chosen as the Information Management System (IMS) for the #iwill fund.
- iv. We continue to seek the remaining funding needed to finalise the tool's front-end features.

#### **5. Facilitated collaboration between delivery organisations to set up new partnership projects and joint ways of working that better serve young people and lead to greater impact of youth social action programmes**

- i. Supported the scoping of a new project by funders to bring Peace First to the UK by replicating its online social action challenge model which has been successful in other countries.
- ii. Supported Yoti Foundation, vlnspired and Step Up To Serve to scope brokerage platforms for volunteering opportunities in the UK, which are lacking in comparison with other countries.
- iii. Supported consultations by NCS around their quality / performance management strategy with the potential for this to link with the Impact Accelerator
- iv. Supported conversations around youth infrastructure organisations, including forming a partnership with Ambition, that later merged with UK Youth, who then joined our Impact Accelerator.
- v. Engaged with a number of other stakeholders looking to develop new products and services with the potential to grow social action provision in the UK.

#### **6. Provide a coordinated voice from the youth social action sector and work with the incoming Government to help inform policy around youth social action**

- i. Engaged with the Office For Civil Society as they were writing the Civil Society Strategy, coordinating input from our member organisations and convening meetings with lead policy staff in Government.
- ii. Convened a meeting between Office for Civil Society and the Department for Education, attended by our member Chief Executives, to encourage greater co-operation between the departments in supporting young people's civic participation

**GENERATION CHANGE**  
**TRUSTEES REPORT**  
**FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018**

**Financial Review**

The Statement of Financial Activities on page 10 of these financial statements discloses net profit for the year ended 31st July 2018 of £172. This is the result of total incoming resources of £90,978 net of total resources expended of £90,805. Total unrestricted funds came to a total of £38,220 and restricted funds came to nil at the year-end.

**Principal Funding Sources**

- Big Lottery-Scoping Work
- Dulverton Trust
- Paul Hamlyn Foundation
- #iwill Learning Hub contract

**Reserves Policy**

Generation Change is in the process of producing a Reserves Policy. It is the Trustees opinion that the current level of funding is sufficient to meet its operational requirements.

**Amount of Reserves**

The reserves currently stand at £38,220 compared to £38,048 in FY17

**Structure, Governance and Management**

**Governing Document**

The organisation is a charitable company limited by guarantee, registered in England and incorporated on 03 July 2013 and registered as a charity on 15 September 2014. The company was established under a Memorandum of Association which established the objects and powers of the charitable company 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 £1.00.

**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 one third of the Trustees must retire by rotation and can be re-elected at a general meeting. New Trustees can be recommended by the Trustees or by the members.

All Trustees give their time voluntarily and receive no benefits from the charity.

**Trustee Induction and Training**

A values matrix for Trustees has been produced to inform recruitment and skills audits, and all new Trustees are invited to meet with the Chair and Director to discuss the work of the charity and in particular:

- The obligations of Trustees

**GENERATION CHANGE**

**TRUSTEES REPORT**

**FOR THE YEAR ENDED 31<sup>st</sup> JULY 2018**

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

Trustees' needs are assessed on an individual basis.

**Risk Management**

Internal control risks are minimised by the implementation of procedures for the authorisation of all financial transactions and projects. Procedures are in place to ensure compliance with health and safety of staff, volunteers and visitors.

**Conflict of Interest Policy**

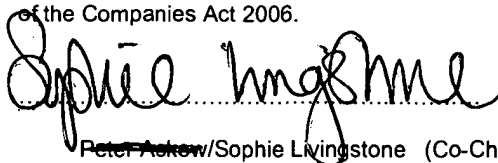
Generation Change has a conflict of interest policy to ensure its decisions and decision-making processes are, and are seen to be, free from personal bias, and do not unfairly favour any individual connected with the charity. Within this, we are committed to ensuring that individual member organisations are not, nor are seen to be, unfairly advantaged relative to another member organisation on the basis of an individual's actions that are taken as a representative of Generation Change.

This report was approved by the Trustees on  
Board:

and signed by order of the

**Preparation of the report**

This report has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

A handwritten signature in black ink, appearing to read 'Sophie Livingstone', is written over a dotted line.

~~Peter Askew~~/Sophie Livingstone (Co-Chairs)

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF  
GENERATION CHANGE**

I report to the charity trustees on my examination of the accounts of Generation Change for the year ended 31 July 2018 which are set out on pages 8 to 11.

This report is made solely to the Trustees, as a body, in accordance with regulations made under section 154 of the Charities Act 2011. My work has been undertaken so that I might state to the Trustees matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Trustees for my independent examination work, for this report, or for the statement I have given below.

**Responsibilities and basis of report**

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

**Independent examiner's statement**

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

*Hilary Seaward*

*26 April 2019*

*HILARY SEAWARD*

*9 SHERLOCK ROAD*

*CAMBRIDGE CB3 0HR*

## GENERATION CHANGE

**STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME & EXPENDITURE ACCOUNT)**  
**FOR THE YEAR ENDED 31ST JULY 2018**

This statement of financial activities includes all gains and losses in the year. All income and expenditure derive from continuing activities.

	Notes	2018			2017		
		Unrestricted Funds £	Restricted Funds £	Total Funds £	Unrestricted Funds £	Restricted Funds £	Total Funds £
<b>Income and endowments from Donations and legacies</b>							
Grants and Donations	2	-	75,178	75,178	35,000	55,000	90,000
<b>Charitable Activities</b>							
Membership	3	9,800	-	9,800	12,200	-	12,200
Contribution to Impact Accelerator		6,000	-	6,000	6,000	-	6,000
Other income		-	-	-	3,150	-	3,150
<b>Total Income</b>		<b>15,800</b>	<b>75,178</b>	<b>90,978</b>	<b>56,350</b>	<b>55,000</b>	<b>111,350</b>
<b>Expenditure on:</b>							
<b>Costs of Generating voluntary Income</b>							
Salaries	5	6,475	41,079	47,554	34,072	23,463	57,535
Staff development and hiring	-	-	545	545	-	4,000	4,000
<b>Charitable activities</b>							
Design and production	-	-	144	144	-	5,880	5,880
Strategic Adviser (consultancy)	-	-	10,793	10,793	-	7,540	7,540
Quality Mark Project	4	1,763	22,617	24,380	-	14,117	14,117
Overheads		7,390	-	7,390	6,738	0	6,738
<b>Total Expenditure</b>		<b>15,628</b>	<b>75,178</b>	<b>90,806</b>	<b>40,810</b>	<b>55,000</b>	<b>95,810</b>
<b>Net Income/(expenditure)</b>		<b>172</b>	<b>0</b>	<b>172</b>	<b>15,540</b>	<b>-</b>	<b>15,540</b>
<b>Reconciliation of funds</b>							
<b>Total Funds Brought Forward</b>		<b>38,048</b>	<b>-</b>	<b>38,048</b>	<b>22,508</b>	<b>-</b>	<b>22,508</b>
<b>Total Funds Carried Forward</b>		<b>38,220</b>	<b>-</b>	<b>38,220</b>	<b>38,048</b>	<b>-</b>	<b>38,048</b>

The annexed notes form part of these financial statements



**GENERATION CHANGE  
BALANCE SHEET AS AT 31ST JULY 2018**

	Notes	31 July 2018 £	31 July 2017 £
<b>Current Assets</b>			
Debtors	9	15,206	7,510
Cash at Bank and in Hand		<u>23,721</u>	<u>39,229</u>
		<u>38,927</u>	<u>46,739</u>
<b>Liabilities</b>	10		
Creditors due within one year		<u>707</u>	<u>8,890</u>
<b>Total Net Assets</b>		<u>38,220</u>	<u>38,048</u>
<b>Total Funds of the Charity:</b>			
<b>Unrestricted Funds</b>		38,220	38,048
<b>Restricted Funds</b>		-	-
<b>Total Funds</b>		<u>38,220</u>	<u>38,048</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.


For the year ending 31 July 2018, the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- (i) The members have not required the Charity to obtain an audit of its accounts for the year in question in accordance with section 476;
- (ii) The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements were approved and authorised for issue, by the Trustees on its behalf by Peter Askew

and signed on

  
Peter Askew/Sophie Livingstone (Co-Chairs)

The annexed notes form part of these financial statements.

**GENERATION CHANGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2018**

**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) (effective 1 January 2015)' as updated on 2 February 2016 (SORP 2016), 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 on a going concern basis under the historical cost convention. The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

**b) Judgements and key sources of estimation uncertainty**

No judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies and there are no key sources of estimation uncertainty.

**c) Income**

Income consists of grants and donations, membership subscriptions and bank interest receivable. These are dealt with on a receivable basis, that is, income is recognised when it becomes receivable. For grants and donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

**d) Expenditure**

Expenditure is recognised on an accruals basis.

**e) 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 specific purpose.

**f) 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.

**g) Debtors and creditors receivable / payable within one year**

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price.

**h) Going concern**

The financial statements have been prepared on a going concern basis as the Trustees believe that no material uncertainties exist. The Trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

**GENERATION CHANGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2018**

**2. Grants and donations**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>2018</b>	<b>2017</b>
	£	£	£	£
Paul Hamlyn Foundation		30,000	30,000	30,000
Dulverton Trust		25,000	25,000	25,000
Big Lottery-Scoping Work		2,200	2,200	-
Dartington Service Design				
Lab/iwill Learning Hub Contract		17,978	17,978	-
Zing Foundation				35,000
	-	75,178	75,178	90,000

All income from grants and donations last year were given for restricted purposes.

**3. Membership Income**

The following organisations paid membership fees to Generation Change in the year to 31 July 2018

Student Hubs  
The Challenge  
vInspired:  
Envision  
UpRising  
Future Foundations  
The Diana Award  
The Scouts  
NCS  
The Citizenship Foundation  
The Key

**4. Net incoming resources for the year**

	<b>Year Ended 31 July 2018 £</b>	<b>Year Ended 31 July 2017 £</b>
This is stated after charging/(crediting):		
Grant payable to Dartington Social Research Unit		13,711
Professional Fees - Independent Examination of accounts	500	680

Generation Change worked with Dartington Social Research Unit before to develop, test and promote a quality mark for the youth social action sector that will identify high-impact youth social action programmes.

**GENERATION CHANGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2018**

**5. Staff Costs**

	<b>Year ended 31 July 2018</b>	<b>Year ended 31 July 2017</b>
	<b>£</b>	<b>£</b>
Salaries and Wages	42,287	52,432
Social Security Costs	4,145	4,924
Pension costs	915	179
	<u>47,347</u>	<u>57,535</u>

No employees received employee benefits for the reporting period more than £60,000.

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

	<b>No.</b>	<b>No.</b>
Network Director & Network Officer & Network Manager	3	2
	<u>3</u>	<u>2</u>

**6. 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. At Generation Change they comprise the Trustees and Network Director. The total employee benefits, including employer pension contributions, payable to key management personnel during the year amounted to £41,079 (2017: £33,110).

**7. Trustee remuneration and related party transactions**

None of the Trustees received any remuneration or were reimbursed expenses during the period (2017: none).

**8. Taxation**

As a charity Generation Change 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.

**GENERATION CHANGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2018**

**9. Debtors**

	<b>As at 31 July 2018</b>	<b>As at 31<sup>st</sup> July 2017</b>
	£	£
Trade Debtors	2,700	7,510
Accrued Income	<u>12,506</u>	-
	15,206	7,510

**10. Creditor: Amounts due within one year**

	<b>As at 31 July 2018</b>	<b>As at 31<sup>st</sup> July 2017</b>
	£	£
Trade Creditors	-	8,210
Accruals	<u>707</u>	<u>680</u>
	707	8,890

There were no Trade creditors as at year ended 31<sup>st</sup> July 2018.

**11. Movement in Funds**

<b>Current year</b>	<b>At 1 August 2017</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>At 31 July 2018</b>
	£	£	£	£	£
<b>Restricted funds:</b>					
Dulverton Trust	-	25,000	25,000	-	-
Paul Hamlyn Foundation	-	30,000	30,000	-	-
Big Lottery-Scoping Work	-	2,200	2,200	-	-
Dartington Service Design	-	17,978	17,978	-	-
Lab/iwill Learning Hub Contract	-	-	-	-	-
		<u>75,178</u>	<u>75,178</u>	<u>-</u>	<u>-</u>
<b>Unrestricted funds:</b>					
General Funds	38,048	15,800	15,628	-	38,220
	<u>38,048</u>	<u>90,978</u>	<u>90,806</u>	<u>-</u>	<u>38,220</u>

<b>Prior year</b>	<b>At 1 August 2016</b>	<b>Income</b>	<b>Expenditure</b>	<b>Transfers</b>	<b>At 31 July 2017</b>
	£	£	£	£	£
<b>Restricted funds:</b>					
Dulverton Trust	-	25,000	25,000	-	-
Paul Hamlyn Foundation	-	30,000	30,000	-	-
		<u>55,000</u>	<u>55,000</u>	<u>-</u>	<u>-</u>
<b>Unrestricted funds:</b>					
General Funds	22,508	56,350	40,810	-	38,048
	<u>22,508</u>	<u>111,350</u>	<u>95,810</u>	<u>-</u>	<u>38,048</u>

**GENERATION CHANGE  
NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 JULY 2018**

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 follows:

Dulverton Trust – Collaboration between youth volunteering charities  
Paul Hamlyn Foundation - Youth social action quality mark and shared learning community  
#iwill Learning Hub contract

Details of movements are given in the Statement of Financial Activities.