

**Not all heroes wear capes;
some help children
find theirs**



CITY YEAR UK



**Report and Financial Statements
for the Year Ended 31 July 2025**

CHARITY NUMBER: 1131350 | COMPANY NUMBER: 06965846

THE TRANSFORMATIVE POWER OF YOUTH SOCIAL ACTION

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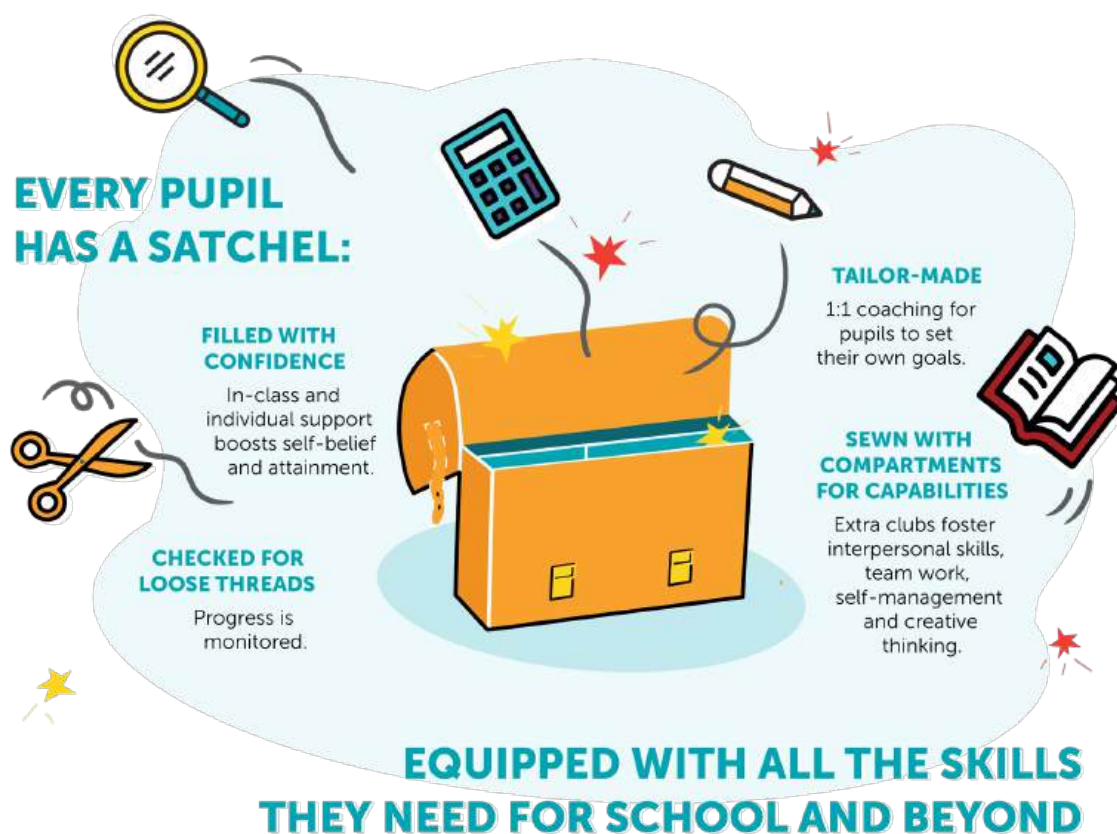
Who We Are

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 in school, employment and beyond.



ONE BRAVE STEP

AYSHA'S STORY

City Year Mentor, 2024-2025

*"When looking at options for my placement year, City Year kept cropping up but it felt unattainable. I didn't think I could do it but **one of the best decisions I've ever made was to get over that fear and dive in headfirst.**"*

"City Year is a programme designed to help children in schools whilst training young people to become mentors. The support around the programme makes it feel like a community: there are other mentors in the same position as you, there are programme leaders who completed City Year themselves, who offer guidance and different perspectives, and there's a purpose. Putting on the red jacket feels like a responsibility. There's an excitement in being a part of something bigger, where you not only help students academically but become a supporting presence they can rely on."

"Going into school feels like your first day all over again. You have no idea how everyone will react but after a week, children were already running up to me with news about their day or asking me to play tag. It can get emotional as the connections you build are meaningful. Despite your service only being a year, the things you teach these children in that short time will stick with them. The laughs, the fun moments, the maybe not-so-fun moments; they're all experiences that the children will learn from, as well as yourself."

"City Year volunteering isn't just something you do, it's something you feel, live and carry with you long after your year of service is over. It's a demanding role but it's also one of the most rewarding experiences you can have. Thank you to everyone who makes City Year happen."



EVERY CITY YEAR MENTOR HAS A BRIEFCASE:



Chair and Acting Chief Executive's Introduction



Over the course of this year, our incredible City Year mentors have 'saved the day' not through grand gestures, but through countless small acts of care and commitment. Their heroism shows up in the quiet words of encouragement, in moments that gently lift children's self-belief and stretch their sense of what's possible. As a headteacher at one of our partner schools so powerfully explained:

"Through small but mighty moments, the relationship between City Year mentors and the children they support develops and grows and so does the children's confidence and resilience. Those moments that the City Year team deliver - that's what these children need."

Because of our mentors' dedication, children from some of our most disadvantaged communities were able to find their feet, or sometimes put themselves back on track. In this report, you'll read how one child discovered confidence through chess, while another was captivated by a whole new world of books. You'll also see just how personal this year was for the mentors themselves, as they witnessed those changes unfolding day by day:

"I've had the opportunity to grow in ways I never imagined. I was challenged, stretched, and inspired - personally and professionally. This chapter may be closing, but the impact will stay with me forever."

Many of our young adults joined City Year UK to build employability skills, complete a placement, or strengthen their CVs. They finished the year as different people altogether, shaped and reshaped by the children they supported and the relationships they built. These stories of impact carry real hope for the future, but we are also clear-eyed about the challenges we face. The fundraising environment remains tough, and school budgets are under immense pressure, with pupil premium funding still being used to plug gaps while need continues to grow¹². We met this reality head-on, choosing to double down on the quality of our support for the children who need it most and sharpening our interventions. We worked in three fewer schools, but successfully embedded City Year within an alternative education provider and piloted a part-time model for primary schools whose falling pupil rolls might otherwise have put us out of reach.

In our 15th year, innovation remained just as central to our work as it was when we began. Our anniversary gave us a welcome chance to pause and reflect on how far we've come. A real highlight was our Summer Fair, where we celebrated alongside more than 100 supporters, from children and their families to corporate partners. On a sadder note, we also said goodbye to our CEO, Kevin Munday, who after seven incredible years moved on to a new role as CEO of the KPMG Foundation.

¹ Sutton Trust, School Funding and Pupil Premium, 2025

² Action for Children, Above and beyond. How teachers fill gaps in the system to keep children learning, 2024



We are deeply grateful for his tireless service, and for the leadership he provided through significant organisational change and meaningful improvements to our programme and impact measurement.

As we look ahead to 2025–2026, we want to sincerely thank all our partners who have walked this journey with us, whether this year or across the last 15. We hope this report continues to inspire many more to join us. Our mentors are everyday heroes, helping to unlock children's potential, but they do not do this alone. It is teachers and school staff, alongside our funders and wider community of supporters, who make this work possible and set the stage for change.

Our ambition is simple, but urgent: that no child who needs support feels alone. That every child knows there is someone in their corner, ready to listen, to help, and

to believe in them when they are struggling to believe in themselves. This is what City Year UK exists to do, and this is the standard we continue to hold ourselves to as need grows.

Our mentors continue to 'save the day' in the ways that matter most. As one pupil said, because of City Year UK:

"When I feel sad or unsure about something I can get help."

We want this to be true for all children and young people, no matter what their background, and we will continue to strive to deliver it.

Yours in service,
Matthew Davies, Chair of the Board of Trustees
Chandni Radia, Acting Chief Executive

15 YEARS OF CITY YEAR UK: 2009–2024



1,800

CITY YEAR MENTORS



2.5 MILLION

VOLUNTEER HOURS
TO TACKLE
EDUCATIONAL
INEQUALITY

12,000



CHILDREN MENTORED 1:1

17,000



CHILDREN COACHED
IN SMALL GROUPS

CONTRIBUTED TO
A POSITIVE SCHOOL
CULTURE FOR OVER

136,000



SCHOOL CHILDREN
IN LONDON, THE WEST
MIDLANDS AND
GREATER MANCHESTER

1 IN 3 MENTORS



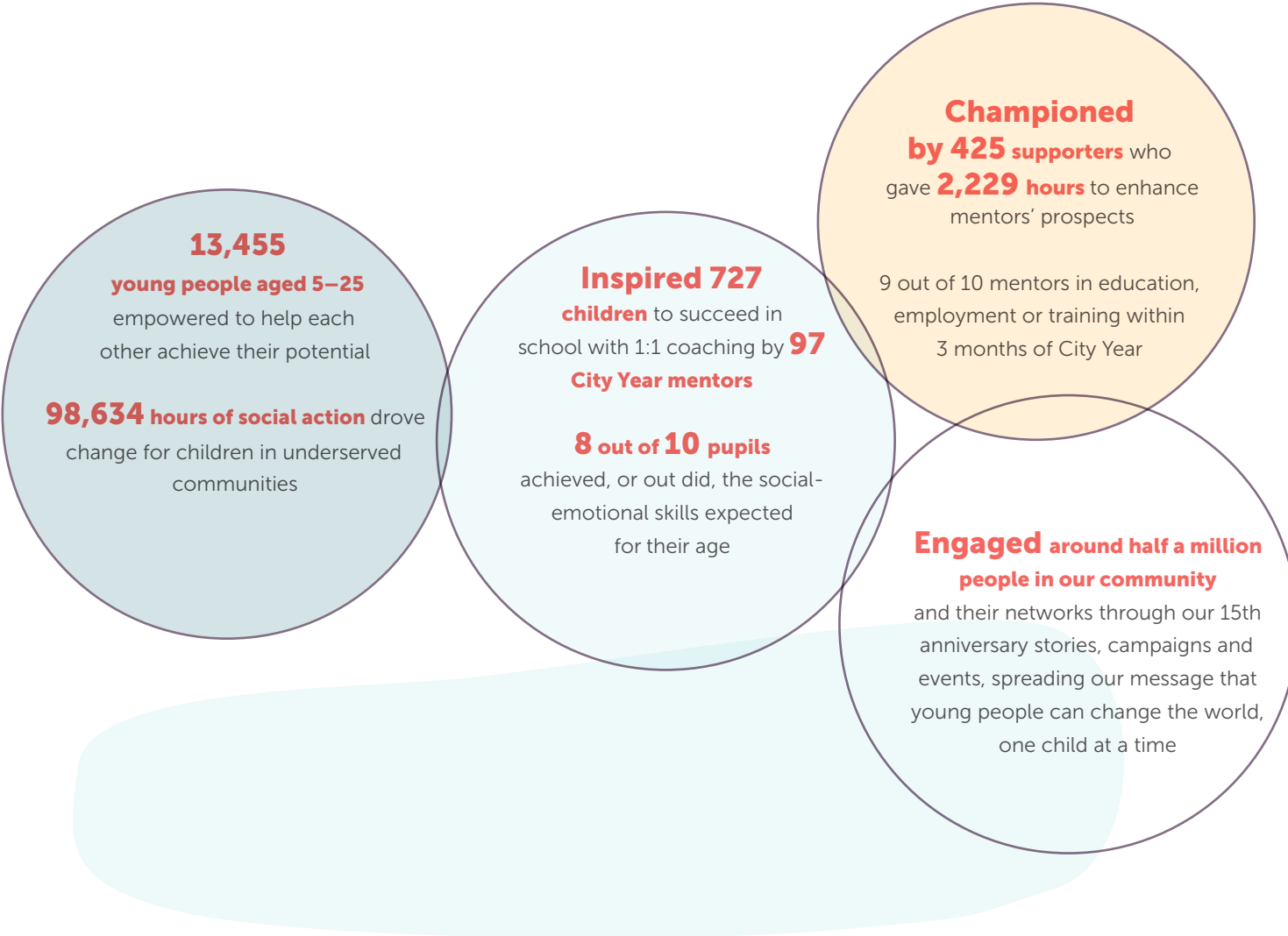
WENT ON TO WORK IN EDUCATION

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.
2009	The City Year London pilot followed...
2013	to later become City Year UK

More than 43,000 young people have now played their part in the global City Year movement - built on the belief that diverse teams of young people can be united to take on some of our most difficult challenges

An Overview of Our Impact 2024-2025



Celebrating the Small Acts that Leave a Lasting Mark

"Few of us will have the greatness to bend history; but each of us can work to change a small portion of the events... Each time a person stands up for an ideal, or acts to improve the lot of others, or strikes out against injustice, he sends forth a tiny ripple of hope..."

Robert F Kennedy, University of Cape Town, 1966

In 2024, a new mentor forum asked us to shine a light on the human dimension of their impact. Inspired by one of our founding stories, we're proud to interweave their 'ripples of hope' throughout this report, alongside the moments that still matter to our alumni, retold to celebrate our 15th anniversary year.

JOEY'S STORY

City Year mentor, 2011-2012, team leader 2012-13

"One of my school's main priorities was having City Year mentors run a breakfast club - to engage pupils and get them into the building early. The first morning we had a toaster, a loaf of bread, a box of cornflakes and cheerios and that was about it. I remember this one Year 8 lad turning up, really quiet. He didn't want to make eye contact. I sat opposite him, introduced myself and all he said was, 'Sir, I haven't got any friends and that's why I've come.' He ate his cereal and walked out. It was heartbreaking.

For the first interaction you have with a student at a school with 1000 pupils to be, 'I don't have a friend in this place,' it was really hard to hear.

"He wasn't on my mentoring list but I always kept an eye out for him. When I saw him, I'd ask how his day was, about his interests and how it was going in class. Slowly, he began to find a bit of trust in me and opened up. After several months he said, 'I really like chess.' There was a lunchtime chess club so I said, 'Brilliant, could you teach me?' Perhaps six months in, we'd agreed to meet at chess club as usual, same time, same place but when I got there, he walked past me with another student. He said, 'Sorry Sir, I can't make it today.' He had made a friend. I was smiling inside.

"It got to the point in the summer term where he'd bring his chessboard up to the playground where the older kids hung out. We would play chess with these big Year 11 lads gathered round, cheering him on to beat the City Year.

His journey showed me what City Year can do. I went back several years later when he was a Year 11 and he came up to me. He was now taller than me and he shook my hand and said, 'Thank you Sir, thank you for the time you spent with me.'



Fighting for Children's Futures

2.1 million children in state-funded schools categorised as disadvantaged¹

- 19 months behind their better off peers by age 16²***
- 21 school days missed on average in a year³***

1 in 6 living in households in financial strain had low life satisfaction⁴

National Audit Office, Improving educational outcomes for disadvantaged children, 2024
Education Policy Institute, Annual Report, 2025
Institute for Fiscal Studies, The state of education: what awaits the next government, 2024
The Children's Society, The Good Childhood Report, 2024

The Children Who Counted on Us

727 children were chosen with teachers and support staff to receive 1:1 mentoring from City Year UK:

59% eligible for pupil premium

39% special educational needs

54% eligible for free school meals

19% English as a second language

In one school alone, pupils were dealing with:

family breakdown

sudden bereavement

self-harm

low self-esteem

truancy

harmful online content



How mentoring mattered to pupils:

"Sometimes I have a hard time talking to people and my mentor helps me open up and talk."

"They help me with panic attacks, make school less lonely, push me but also don't push me too far."

"I have a person that I can vent to without feeling ashamed. I can put a lot of trust in my City Year."

"My mentor makes me feel safe and cared about"

"Mentors help me with my learning which makes me feel smart."

//
My mentor is understanding and gave me a chance even though I felt people had written me off."

Pupil



Here, There, Everywhere: A Day In The Life Of A City Year Mentor

"All of the team seem to be on it. Supporting pupils, anticipating. They all just seem to be about at the right time." Teacher

Like all superheroes, our mentors are ALWAYS READY. In school four days a week for a year, they are someone for pupils to turn to; someone who is there just for them.

In the classroom



"Students I teach, and in my year group, have shown good progress in their academic attainment as well as their attitude to learning and that is a huge testament to the work that the City Year mentors are doing on a day-to-day basis." Maths Teacher

With individual pupils

"I used to struggle to make friends and wasn't confident in lessons. I felt worried and thought I might get bullied for who I am. With my mentor, I finally had someone I could trust and who is always there to listen to my worries and feelings. Mentoring has helped me make friends and finally get less detentions. I feel better about coming into school, I'm able to concentrate more and can face setbacks. I'd like to thank my mentor for her support, it means a lot to me." Pupil



At breaktime



"The City Years have had a really positive presence in the playground. They're approachable, calm and consistently supportive, helping to resolve minor conflicts and encourage inclusive play. Children are drawn to them and feel safe and listened to. Their involvement has improved the overall atmosphere, especially for those who sometimes struggle with social interactions. They've made a real difference in creating a more positive and respectful playground culture." Year 3 Teacher

Organising extra-curricular clubs

"For all the City Year mentors that have helped run games club at lunch as a safe space for our more vulnerable students. Thank you - it has made a massive difference." SENCO manager



Beyond the school gates



"The consistent encouragement and support from City Year has made a noticeable difference to Jamie's attitude. He seems more confident and willing to engage, which is a big step forward. Homework has become less of a struggle. Most importantly, his outlook on attending school has improved. While there are still occasional challenges, he's heading into school more positively and with a greater sense of purpose. It's clear the City Year team is having a real impact."* Parent

*Name has been changed

WATCH Freya's day in the life as a City Year mentor on our [YouTube channel](#).

Time to Make a Difference

Children supported 1:1 by a City Year mentor felt:

93% listened to

92% valued

76% their mentor helped them enjoy school



// Children need time. They need people to spend time with them. City Year mentors give them that. They don't have to have all the answers - just being a sounding board makes the children they support feel empowered and heard. It's about the children seeing that red City Year jacket every time they head out to the playground - a red jacket worn by a person that they know and someone they can trust. It's about there being a familiar face waiting at the school gates for them every morning. It's about knowing that there is someone in that classroom who understands them and can help them navigate the lesson."

Headmaster

76,000 hours given to schools serving some of our most disadvantaged communities in 2024-2025 meant time to...



support stretched school staff

"As a Head of Year, having the City Year team in school has been invaluable to not only the students but staff too. The extra support that they have been able to provide has helped students to stay in class, enjoy and want to come into school and provided support that staff in school unfortunately do not have time to give." Teacher



watch over wellbeing

"Ever since I've been supported by my City Year mentor I feel so much more stable, both physically and mentally with my emotions. She is not only someone I trust, she is someone who feels like a friend." Pupil



enrich education

"A massive shout out and thank you goes to the City Years. Your hard work, planning, and support were felt in every moment. You've helped bring the spirit of the creative arts to life across the school!" Curriculum leader, creative arts



set a child on a path of self-discovery

"My mentor helped me discover things about me I didn't even know." Pupil

Building the super-skills children need

At the heart of our programme are strong, trusting mentoring relationships. These relationships allow our young adult volunteers to focus first on nurturing children's social and emotional learning - the foundational "super-skills" that help children engage, persist and ultimately succeed in school. Through consistent coaching, both in and out of the classroom, mentors support pupils to develop confidence, resilience and self-belief, and then translate those life skills into improved academic attainment, attendance and behaviour, including for those pupils who are hardest to reach.

This link between social-emotional development and academic progress is well evidenced. Large-scale studies of City Year in the US have found that making gains in social-emotional skills is equivalent to gaining an entire school year of achievement growth in maths or English (across Grades 3–10, ages 8–16)³.

How Dani* found her confidence

"Before City Year, Dani had got into a rut and believed everyone was against her. She had low self-esteem and confidence and would just put her head down in lessons if she found a task difficult. Through working with the City Years, she has grown in confidence and genuinely tries her best in every lesson. Dani has become more resilient and is really back on track."

Head of Year 10

Between the start and end of the year, Dani's negative behaviour incidents fell by 93%.

*Name has been changed

Our wider data reflects this same pattern of impact. 8 out of 10 children (82%) mentored 1:1 felt challenged, agreeing that their City Year Mentor had high expectations of them and encouraged them to try things that are difficult - a critical driver of both confidence and academic engagement.

How we measure social-emotional skills

Academic performance is routinely measured and widely understood, but social and emotional development is just as critical to children's success. The Devereux Student Strengths Assessment (DESSA) is an internationally recognised, evidence-based platform that allows us to measure progress in these areas with the same rigour⁴. Used in partnership with schools, teachers and parents, the DESSA helps us to 'see' and develop pupils' strengths across eight measures of social skills and emotional wellbeing. By strengthening these capabilities, we support children to build positive behaviours that underpin learning now and serve them for a lifetime.

³ The Everyone Graduates Centre and City Year, Connecting Academic Achievement, Interpersonal Skill Development and Student Outcomes, 2022 and 2023

⁴ [apertureed.com](https://www.apertureed.com)



From barriers to breakthroughs

Our impact on pupils mentored 1:1

Social-emotional learning

Pupils learnt the positive power of:

Self-belief 83% optimistic thinkers, up from 37%	People skills 81% had relationship skills, up from 40%	Self-control 76% could self-manage, up from 31%	Insight 84% self-aware, up from 42%
Empathy 82% socially aware, up from 41%	Good judgement 79% could make constructive decisions, up from 36%	Accountability 79% took personal responsibility, up from 37%	Purpose 82% capable of goal-directed behaviour, up from 35%

Taken together, they saw their social-emotional skills improve:

Only 1 in 3 pupils started the year at their expected level - the lowest baseline at City Year UK for three years	84% improved their skills (3% maintained them) achieving the highest rate of progress seen at City Year UK	By the end of the year, 82% met (73%) or exceeded (9%) the expected level for their age
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*Data from DESSA assessments measured against expected benchmark for each pupil's age

How Jack* discovered his inner superhero

"Jack, 11, has ADHD and autism. He struggles to make friends and I saw him being left out. During our early sessions he'd be disengaged and mess about. I tried my best, organising games with classmates and slowly, he began to enjoy our 1:1s. He started to share more about himself and even began to ask how I was. I saw another side of Jack, bubbly and funny, but the highlight was during a game of tennis. Another child was frustrated and Jack comforted her, explaining it's ok to fail - he made her feel better. From being disengaged to helping others is a huge improvement and he's playing more sports with children he likes, taking steps to making more friends."

City Year Mentor

*Name has been changed

Academic Attainment

In 2024-2025 pupils chosen for mentoring in:

Maths	Reading	Writing
87% improved (60%) or maintained (27%) their level	93% improved (53%) or maintained (40%) their level	96% improved (50%) or maintained (46%) their level

How Hannah* found hope

"When I started with Hannah she was struggling with attendance and losing hope of passing most of her GCSEs. She was either distracted or had her head down. We talked about the importance of taking part and her exams. I told her she's not doing it for anyone but herself. She'd started with a U in maths but I helped her in class and once Hannah was comfortable with me, I suggested after school sessions. She was very against the idea but I persisted and two weeks later she agreed!"

City Year UK mentor

"I'd like to recognise Hannah's mentor for her incredible work." Hannah is often withdrawn in lessons but the rapport her mentor has built is being used so effectively to encourage participation; after-school study sessions are a huge step for her."

Hannah's maths teacher

How Alex* learnt a love of reading

*"Alex, 12, began the year with a reading age of six, battled with confidence with schoolwork and spent afternoons in detention. After a four week programme with a City Year mentor, he found an interest in fiction, discussing the plots and becoming immersed in stories, and his reading age increased to nine. He continued to meet with mentors when they could fit in extra reading and **this June**, when they took his end of year assessment, **he achieved a reading age of 11.2 years.***

"Without City Year mentors offering their time, experience and guidance, these opportunities would not happen and we are fortunate that they can reach at least 60 of our weakest readers every year through intensive interventions. New parents often tell us that the library is the heart of the Academy, but it's our committed City Year mentors' ongoing support for the reading intervention programme, who keep it beating." School librarian

*Names have been changed

Attendance

66% of pupils across our London schools with attendance below 90% came into school more.

Our impact was strongest in schools where City Year mentors were fully embedded in attendance initiatives such as breakfast club or morning greetings.

How mentoring supported the step up to secondary school

"The transition from primary to secondary school is different for every student. For some it is an exciting fresh start and for others it can be the most daunting and scary time in their lives so far. As a City Year mentor working with Year 7 students, I had the chance to support this transition, watch them become comfortable in their new school and even begin to thrive."

"It was important to work closely with school staff. The Head of Year 7 eloquently described the students' transition as being similar to experiencing sea-sickness - when you are advised to focus on the land. My role was to be that steady point, providing stability for the Year 7s while everything else around them changes. I have been a person to talk to, lean on and support them in an unfamiliar environment. While mentoring has been a big part of this, I have run lunchtime clubs, particularly art and wellbeing, giving a space to have some calm time and make friends."
City Year UK mentor

Year 7 pupils chosen for 1:1 City Year mentoring at this London secondary school had average attendance of 92.7% in 2024-2025 up from 86.5% in 2023-2024.

Behaviour

Of all pupils mentored 1:1:

86% agreed they'd been given clear boundaries on unacceptable behaviour

82% said they'd been shown how to learn from their mistakes

70% of our Greater Manchester pupils targeted for extra help with behaviour showed a measurable improvement.

How Nathan* turned his behaviour around

"When asked to support Nathan, 14, I felt a wave of anxiety. How was I going to support a child who struggles so much with anger? The next time I saw him in class, I didn't press him to work. I sat quietly beside him and asked how he was. To my surprise, he replied. From that day on, I focused on creating a bond. Our conversations were light, never about schoolwork, just moments to help him feel at ease. Slowly, I saw a change. He began to open up and ask if I could join him in lessons. And then something remarkable happened. He received a reward for positive behaviour. His attitude in school had visibly improved and so had his confidence."

"One afternoon, a teacher said: 'This is the first time we've seen him smile.' At that moment I felt something shift inside me. It wasn't just about helping Nathan with behaviour or lessons. It was about connection, trust, and being the one safe, consistent presence in his day." City Year Mentor

Over the year, Nathan achieved a 300% increase in lessons rated 'good' for behaviour. He improved his grades in 9 lessons and maintained them in his other 5. *Name has been changed

Days of discovery

In 2024-2025, in partnership with our corporate supporters, we offered over **420 pupils** outstanding opportunities to explore new frontiers for their future careers.

Thank you to:

Bain Capital for welcoming pupils to their office to learn about law, banking, IT and HR

Ardian Foundation for sparking pupils' imaginations with its app design challenge, testing teamwork and creativity

DHL for careers sessions on the logistics, AI and tech sectors. Workshops fostered employability through transferable skills

Akin for a day of STEM inspiration, with a cyber challenge, AI training and career stories

"It was really, really fun. The teamwork made me more creative and the pitch built my confidence."
Pupil

"The session was incredibly beneficial as it helped me understand advancements in AI and the skills required to become successful." Pupil

Mastercard for a journey into tech careers, exploring algorithms, cryptology and fraud detection through **Girls4Tech** and taking **Mic Drop** to two of our schools. They hosted music industry professionals and an up-and-coming singer to inspire interest in the creative industries.

"My favourite part was the performance from Young Athena, her vocals were insane! The event was great because I'm interested in backstage tech, lighting and sound and it was so enjoyable!" Year 11 pupil

"Thank you for bringing such a fantastic event to the school. The pupils had an incredible experience and were truly engaged. I am certain it will have left a lasting impact. We have careers week next week and this will have been a perfect way to kick things off." Teacher

Championing the hardest to reach children

Mentoring at an alternative education provider

"City Year is fully embedded with us - not as a separate intervention or external support, but as part of the core team. This speaks volumes about the mutual respect, collaboration, and shared commitment between staff and mentors. We are all in this together, supporting our students, sharing responsibility, and celebrating their progress. That kind of integration doesn't just happen - it's a reflection of the culture we've built together. I'm so proud of that."
Executive Headteacher

By the year end, mentored pupils:

93% felt listened to

91% felt valued

75% had the social-emotional skills expected for their age

How Alfie* found the courage to come into school

“Alfie, 14, hadn't attended a lesson all year. I was asked to support him in maths but he was very apprehensive. I explained that I'd be sitting right next to him the whole time. I showed him the classroom, he chose a desk, put his things down, and immediately left the room. It was too overwhelming. I encouraged him to sit down with me in another room. We talked through what was making him anxious and did deep breaths. Once he was ready, we went back to the classroom. The lesson went very well. Even when he got some answers incorrect he didn't get upset, instead he asked me to show him where he went wrong.” City Year Mentor

Alfie started the year with 25% attendance. By the summer, it had improved to 80%.

*Name has been changed

SAKSHI'S STORY

City Year mentor, 2024-2025

“From the beginning, I was thrust into situations that required adaptability, empathy and creativity. The environment was intense at times, especially when students shared traumatic experiences, but it was also incredibly rewarding. I've learned how to hold space for vulnerable young people while not carrying that emotional burden home, a skill I continue to work on but one that has undoubtedly made me more resilient.

“Some of the most impactful experiences have been with individual students who taught me just as much as I helped them. One 14-year-old was quiet and reserved but over time she opened up. Working with her required creativity; I developed Billie Eilish-themed worksheets to help her concentrate during English lessons. The most powerful affirmation of my work came when her EHCP* was approved and I was mentioned as her trusted adult. It was a deeply moving moment that encapsulated everything this role has meant to me. The trust that students place in us, especially when they struggle to connect with others, is something I will never take for granted.

“This year has been a profound journey of mutual growth, trust-building, and personal development. I've come to understand that the smallest connections - shared jokes, personalised worksheets or just being a consistent adult presence - can make the biggest difference. This role has confirmed my desire to pursue a career supporting young people with additional needs and I'm incredibly grateful for the chance to have played even a small part in their journey.”

*Education, health and care plan



Hear more from Sakshi on our podcast, 'Satchels of Success: Young Leaders Making a Difference'



Programme Innovation

Part-time delivery model

City Year UK has long championed full-time, year-long social action as a powerful way for young people to make a difference while developing their own skills and confidence. As our context continues to evolve, we have been equally committed to designing models that respond thoughtfully to the realities facing both schools and young adults, without compromising on quality or impact.

Alongside sustained financial pressures on schools, particularly primary schools with lower pupil rolls, we also recognise that a full-time volunteering model is not accessible to everyone. Many potential mentors bring valuable lived experience but have caring responsibilities, need to earn alongside volunteering, or wish to continue part-time study. Broadening our delivery model allows us to reach these individuals and build mentor teams that better reflect the diversity of the communities we serve.

In 2023–2024, we introduced a part-time mentor option as an addition to existing school teams. This year, we took a more intentional step forward, successfully piloting part-time partnerships in two primary schools. These mentors were in school for two days a week rather than four, enabling us to continue supporting children in their vital early years while offering a more flexible and inclusive route into City Year UK. A particular highlight was the strength of the teams themselves, with part-time mentors bringing experience, focus and commitment that allowed them to hit the ground running.

- **Content with the level of 1:1 support mentors were able to give children**
- **Met the goals that were agreed at the start of the academic year**
- **Effectively integrated as part of the school body**

"If you can afford it, there is substantial impact."
SENCO, Primary School

10/10

**Rating given by 2
pilot primary schools**





Empowering Young People Through Purpose



"It's hard to find the chance to develop oneself, as well as make a difference to people's lives." City Year Mentor

“Careers education, work experience, volunteering, social action and employer engagement are the bridges into work. Each one is in decline. Students eligible for free school meals, those with additional needs, Black, African, Black British or Caribbean students and NEET young people are consistently the least supported, leaving the young people who most need opportunity with the least access to it.” Youth Voice Census 2025⁵

Anyone can be a hero with City Year UK

“If you want ‘to be the change’, then join. I was neglected and almost put into foster care when I was younger. I went through separation and grief. I had the same role as many daughters in immigrant families but my school didn’t know, they didn’t care, the counselling was never personal. I never felt heard or understood, so I wanted to be that change, I wanted to be that person for someone else and I can confidently say I was. That’s my biggest achievement by far.” City Year Mentor

The 18 to 25-year-olds, from all backgrounds, who volunteered in 2024-2025:

63 full-time mentors	30 part-time mentors	30 school service leaders*
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*Year-long paid placements with UK Year of Service starting in April 2024

Ethnicity	Background and education	
Asian 37%	4 in 10 had been eligible for free school meals	14% with a disability, learning support or well-being requirements
Black 38%		
Dual 4%		
Other 6%		16 mentors received enhanced support to overcome barriers to volunteering
White 14%	8 in 10 placement students	
Prefer not to say 1%	1 in 10 graduate	
	1 in 10 school leaver	

1 in 8 young people aged 16 to 24 are not in education, employment or training (NEET)⁶

61% were economically inactive; they weren’t working, weren’t seeking work and / or were not available to start work⁷

Less than half (47%) of 18 to 24-year-olds feel ready for work after education⁸

5 Youth Employment UK, Youth Voice Census, 2025,
6 Department for Work and Pensions, Rising youth inactivity independent investigation to be launched, 2025
7 House of Commons Library, NEET: young people not in education, employment or training, 2025
8 IPPR, Towards universal opportunity for young people, 2025



Side by Side with Our Mentors



170 hours of dedicated skills building



242 supporters from **12 partner organisations** provided professional insight and experience

Opportunity to take a nationally recognised management qualification

8 out of 10 (81%) mentors completed their City Year

Development and support for in-school role

11 days of comprehensive training to start	A supportive City Year staff member in every school	Ongoing coaching and learning sessions to grow in-school skills	CMI Level 3 in coaching and mentoring
Access to digital mental health support platform with network of accredited therapists	3 wellbeing days for mentors to do something just for them	Workshops on wellbeing, resilience, self care and protective boundaries	

Preparation for life beyond City Year UK

Employability skills forged in the real world

Time management	Project management	Stakeholder management	Public speaking
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Creating pathways to opportunity

Cross sector career exploration: office visits, industry insight days, internships		Workshops: job applications, CV writing, interview techniques, problem solving	
'Learning from leaders' events spanning business, public sector and charities	Enterprise challenge: product design, market research, budgeting, presenting	'Career Ready' day; careers advice panel and keynote speakers	

Underpinned by mentoring for our mentors

Own career mentor for 10 months	Individual development plans
---------------------------------	------------------------------

A mentor-informed programme

As part of our commitment to putting mentors at the centre of City Year UK - shaping decisions and driving change - we translated their feedback from our new forum into action:

- Refined training on safeguarding, SEND, conflict resolution and for alternative provision schools
- Revisited school guidance on mentor role, particularly around break arrangements
- Increased the number of 'in person' leadership and development sessions by five days in 2024-2025



How Changing Children's Lives Changed Mentors' Own

In 2025, our mentors said:

100% gained skills likely to apply to future roles

95% felt they made an impact on pupils' lives

88% had new experiences

8 out of 10 likely to recommend City Year UK

More than 9 out of 10 were in education, employment or training within three months of finishing their 'City Year'

A reason to live:



What I've learnt this year is invaluable - my other work experience hasn't developed me like this. It is so rewarding and it has given me a reason to live. If you aren't sure if you want to go to uni or do an apprenticeship, this year will open your eyes to so many types of opportunities and so many people. I recommend it to anyone and everyone. The people you meet will be irreplaceable, the tears you shed for your students' sake will pay off and you won't regret taking this year out. Starting the programme at 18 and it now coming to a close, I have changed for the better in so many ways!" City Year Mentor



Not only changed but stronger:



//

Compared to when I first started, I've seen a transformation, not just as a leader, but as a team member. I've learned how to listen, communicate, and allow others to support me when I need it. Despite moments where I felt challenged, I stayed focused on what mattered: the children and the difference I could make. I adapted to changing situations, pushed through difficult periods and continued to give my best. I leave this experience not only changed, but stronger, more self-aware, and better equipped to take on future challenges with purpose and confidence." City Year Mentor

The Powers They'll Take with Them

The world of work is changing fast. Employers increasingly tell us that young people are entering the workforce without the essential skills they need to thrive - skills like communication, teamwork, problem solving and leadership. Rapid technological change, fewer face-to-face interactions and disrupted education and employment pathways have all played a part. While technical knowledge remains important, it is these human, transferable skills that employers consistently say are hardest to find and most valuable in the long term.

City Year's full-time social action model directly addresses this gap. By volunteering in schools every day, mentors are immersed in real-world, people-focused challenges that stretch them far beyond a classroom or training room. They are required to communicate clearly, build relationships, adapt quickly and lead with empathy - often in complex and high-pressure environments.

As one mentor reflected: "Volunteering full-time for a year has not been easy, in fact it's probably the most difficult thing I've ever done but if I could do that, I can now do anything."

How mentors enhanced their essential skills*

City Year UK’s impact on mentors’ essential skills is not accidental. Alongside the learning that happens every day in schools, we intentionally deepen and refine these capabilities through our structured Leadership Development Programme, delivered to mentors each Friday. This dedicated time allows mentors to step back from practice, reflect on their experiences, and deliberately strengthen the skills they are using in real time. The programme focuses on the development of eight essential skills, giving mentors a shared language, clear progression pathways and practical tools they can carry forward into employment and life beyond City Year.

While the importance of essential skills has long been recognised, there has historically been no consistent way of measuring, building or even naming them. In 2019, City Year UK joined the pilot of the Skills Builder Universal Framework, designed to do just that. The framework clarifies what essential skills are and provides a model for progression across the four areas routinely recognised as the core, transferable skills for employment: communication, creative problem solving, self-management and collaboration. This approach enables us to combine real-world experience with structured development and robust measurement.

% of mentors working at 'advanced level' by year end	
> Speaking	> 99% (up from 17%) speaking engagingly using facts, visual aids, expression and gesture
> Creativity	> 96% (up from 21%) applying creativity to their work and wider life, developing ideas, questioning and considering different perspectives
> Leadership	> 82% (up from 14%) aware of their own strengths and weaknesses and those of their teams, building skills to mentor, coach and motivate others
> Problem solving	> 81% (up from 12%) exploring complex solutions, thinking about causes and effects and generating and evaluating options
> Across 8 skills (composite measure)	> 88% up from 9%

***Measured by the Skills Builder Universal Framework**

How we measure essential skills



By 2025, the Skills Builder Universal Framework had been used by nearly 10 million people in more than 20 countries. In 2021 City Year UK was delighted to be awarded its highest level 4 for our impact on young people's essential skills.

Bridging the Gap between Education and Work

Each of our mentors is also given their own career mentor. Known as a 'Bridge Builder', and often drawn from our corporate partners, they provide personal and career support over 10 months.

//

What sets my mentor apart is how deeply she listens. She doesn't just hear you, she truly listens; with empathy, patience and without judgment. Her thoughtful, tailored advice has been some of the most valuable I've ever received. I carry her words with me in everything I do, whether it's preparing for an interview, writing my Master's applications, or just navigating the challenges of everyday life. My mentor truly embodies what it means to be a 'Bridge Builder'. She builds people up. She bridges gaps - not just between City Year and the future, but between self doubt and self-belief." City Year Mentor



Top 3 skills mentors gained from their 'Bridge Builders' in 2024-2025

> **CV writing**

> *"Rather than making me feel self-conscious or overwhelmed, her suggestions made me feel empowered and motivated. My applications became more focused, polished, and reflective of my strengths - and I felt more confident submitting them."*

> **Career planning**

> *"When I started, I was lost but a common hobby with my mentor has transformed into pursuing a career in the video game and e-sports industry. It's unlikely I'd have figured out how to break into the industry, or where to begin, without his guidance and advice."*

> **Interview skills**

> *"They have pushed me out of my comfort zone and have helped massively with skill building. Our sessions have included mock interviews and presenting a talk in front of colleagues from around the UK. The feedback was very useful!"*

Insightful internship

Thanks to the support of J Leon - a London-based Investment organisation, eight mentors completed a four-day internship, exploring a wide range of career paths and learning from cross-sector leaders.

A few mentor takeaways:

"To network harder and not be afraid to try something new."

"Learn from failure and how many ways there are to reach your own success."

"An insight into careers I wouldn't have been interested in before."



Preparing a Pipeline of Teachers and School Staff

Top 3 mentor career aspirations:

5 out of 10 education and teaching

3 out of 10 human resources

3 out of 10 social care

//

As the year has gone on and I've developed amazing relationships -

seeing my students grow, learn and break their personal glass ceilings, I've developed a zeal for teaching, pastoral care, safeguarding, working with SEND pupils and helping students realise and achieve their fullest potentials. This zeal is one I plan to nurture and grow and I am truly grateful to have had this year to be able to gain clarity on my professional purpose." City Year Mentor





Developing Destinies

Fifteen years on, City Year UK has established itself as a powerful launch pad for more than 1,800 young people. To mark our anniversary, we reconnected with some of our earliest mentors to hear what City Year still means to them today and where their journeys have taken them since.



Zipporah

"At City Year if you give, you also gain. They are invested in you - in your career journey and your development as a person. I know a year is a long time and it can feel very hard during the dark days but when you get to August, you can say, 'I did this, I made a difference to a child's life, that possibly wouldn't have got through the hard times without me.'"

"My City Year experience didn't end with volunteering as a mentor. I then applied for different roles inside the organisation and ended up working for City Year UK for 12 years, making lifelong friends and gaining experience across different departments. At our ten year anniversary I was on a panel talking about my experience and another Black young woman was on the panel. She said, 'seeing Zipporah in leadership inspires me to know I can do the same.' It even gives me shivers now, remembering that moment, because it really highlights social mobility for me. You can't always be what you can't see. I'm now an ambassador of sorts and being able to come back and share my story with the mentors who've come after me is gratifying."



A City Year mentor in 2010-2011, Zipporah is now Head of Talent and Engagement at 20/20 Levels, a social mobility organisation empowering Black and racially underrepresented young people through opportunities to maximise their potential.



Hear more from Zipporah, Joey and Amna on our podcast, 'Satchels of Success: Young Leaders Making a Difference'



Joey

"What resonated with me at City Year was the feeling, wow, I belong to this team, we had the matching red jackets, we were all doing the same thing, we were in this together. Even when times were challenging we were able to support each other to achieve the goals we were working towards in school every day. That's what helped me really enjoy the experience and the reason I stayed on."

"We also had these little sayings that you could bring into your team meeting every day, like 'always communicate' and 'always put your front foot forward.' They were little lessons in how to approach things in a collaborative way. What stuck with me most was 'ubuntu' - it takes a village to raise a child - that mentality that you have to bring people with you on the journey. I've been able to apply those, particularly in my volunteering beyond City Year."



A City Year UK mentor in 2011-2012, Joey works in regeneration for a borough council and was previously at East London Business Alliance, building connections between businesses and local communities to support young people.

Amna

"Growing up, I wasn't used to seeing women being asked about their ideas and opinions - it just wasn't the norm. People say that when you've never had something, even the bare minimum of it can feel like everything. For me, joining City Year UK in 2013 was that moment. As a volunteer I found myself surrounded by an extraordinary team of women leaders."

A City Year mentor in 2013-2014, Amna is a Forbes 30 under 30 honouree, TEDx speaker, and co-founder of GirlDreamer, an award-winning non-profit dedicated to breaking systemic barriers for women of colour. Read more about Amna's story at cityyear.org.uk/about/blog



Our Commitment to Our Communities



Taking social action

City Year UK is built on youth social action and that extends beyond the school gates and into our communities. Alongside their mentoring role, each team of young people developed their own social action project to support a cause they care about. Here's a snapshot:

Helped refurbish The River Manchester, a charity supporting women who've experienced domestic abuse and provided food parcels for families in need.

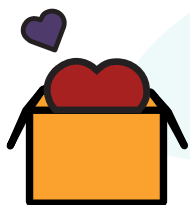
Fundraised for Birmingham Children's Hospital: *"As we work with children daily we would wish for them to get the best treatment should anything affect their health."*

Volunteered at Burnage Foodbank, reorganising its storage space to make food donations more accessible and improve its efficiency to better serve the local community.

Steps to Togetherness

Last year, we became part of [Steps to Togetherness](#), a grassroots movement dedicated to reducing isolation and loneliness by strengthening connections within and between communities. The movement has identified 32 practical, evidence-informed actions that help people build meaningful relationships and drive wider, systemic change.

Civil Society Consulting, the not-for-profit organisation behind the initiative, delivered a training session for City Year UK mentors, introducing them to the steps and exploring how they could be brought to life in school settings. One mentor reflected on the impact of one particular step:



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My favourite step is 'joining a club'. We've seen the computer games club really take off at our school. It's taking something which can be quite isolating - gaming at home - and bringing it into a school environment where pupils from different age groups can sit around the same game and bond. It's been our most popular club and we've had to expand it into a second classroom. It's really clear that that interest is a really good way for those children to build a little gaming community." City Year mentor

Civil Society Consulting also partnered with one of our teams to bring the Steps to Togetherness approach directly into a school for the first time. Around 60 Year 9 pupils took part in workshops exploring what community means to them and why it matters. Together, they mapped their own 'villages', identifying the people, places and spaces where they find belonging, connection and support.



Connecting with our corporate community

Across six days of community action in 2024–2025, mentors and corporate partners worked side by side to support children in local communities. Alongside the immediate benefit for pupils, mentors had the chance to connect with professionals, develop teamwork and communication skills, and talk directly about the difference they see every day in schools

THANK YOU to the 150 volunteers from Akin, Ardian and Vertex who together:

Gave 646 hours

Created 400 resource packs and pencil cases for pupils in our schools

Painted murals and storage carts and built bench boxes and buildings for a community centre and adventure playground

Regenerated a community rooftop garden

Service days were delivered in collaboration with Care Force™, a division of City Year Inc.



//

It was a fun and creative day. The Ardian volunteers spoke to us about their jobs and what their daily life looks like. It was nice hearing their insights about different roles and I was, in turn, able to outline how we coach, support and inspire the children within our remit to enhance their life chances."

City Year Mentor

Pitching in

Our thanks also goes to Alvarez & Marsal's Financial & Operational Restructuring and Insolvency teams for hosting a five-a-side charity football tournament in aid of City Year UK and Campaign Against Living Miserably in summer 2025.

Our mentors joined over 75 players from across the restructuring and investment community. We're grateful to everyone who participated, cheered from the sidelines, and gave so generously.





**Spreading
our Message**

Only one in three people have the perception that young people are making a contribution to their communities⁹. We used our 15th anniversary to spread our message that they can change the world, they just need the opportunity.

In 2024-2025 we:

Launched a podcast



Listen to 'Satchels of Success: Young Leaders Making a Difference' to hear how young people are impacting their communities; turning bags of potential into satchels of success

Revamped our animation explaining City Year UK's model

Watch it on our [YouTube channel](#) at @TVCityYearUK

Reached out to our alumni

We invited former mentors to an alumni dinner hosted by Rodney and Zipporah, two of our earliest mentors and now long-term supporters and we reconnected through a fundraising campaign, 15for15.

"Will stand by City Year always."
"City Year I owe you so much."



"City Year was where my career began... thank you for the opportunities that were so formative."

Held a Summer Fair

With special thanks to City of London Academy Islington for hosting our celebration, bringing together over 100 people drawn from corporate partners, trustees, teachers, pupils and their families, City Year staff and our mentors.



City Year alumnus, Big Zuu, sent a video of support, touching on how wearing the red jacket had changed him as a person, and two students took to the stage, alongside a mentor, to share their personal stories of progression.

We were delighted to raise over £80,000 to tackle educational inequality.

⁹ The #iWill Movement, "Can you see us?" Understanding public perceptions of young people and youth social action, 2024

Our 15th Anniversary Summer Fair was made possible with the generous support of our sponsors and individual donors. THANK YOU TO:



Akin				
HarbourVest		Bank of America		
Jennifer Eplett Reilly & Sean Reilly	Peter Wilson	Aliza Blachman O’Keeffe	Lisa Grattan	Gretchen Bergstresser
Jonathan Beebe	Caroline Clark	Matthew Davies Candice Sammeroff	Patrick Flaherty	Stephen Greene
Colin Hely- Hutchinson	Kevin Munday		Sue Sherring	James Terry
Suzanne Bonk in memoriam	Bill Bonk & AnnMaura Connolly	Kanna & Jill Kunchala		John & Alice Scardino
Phyllis Segal		Tom Sheridan	Stephanie Wu & Frank Campagna	



**Partnering
to Unlock
Potential**



Meaningful partnerships are fundamental to the breadth and depth of difference we make to children and young people.

In 2024-2025:

242 volunteers inspired and guided the next generation

Sharing insights, advice and expertise on cross-sector careers and skills development through talks, panels, networking, workshops and mentoring

61 volunteers supported us as ambassadors, advocates and advisers

Spreading our message, shaping our strategy and celebrating our mentors.

We are proud to share our impact with:

Akin
 Ardian
 Bain Capital
 Bank of America
 Baron Davenport's Charity
 BGF Foundation
 CVC Capital Partners Limited
 DHL UK Foundation
 E B M Charitable Trust
 Garfield Weston Foundation
 Gowling WLG (UK) Charitable Trust
 HarbourVest
 The Christopher and Henry Oldfield Trust
 Howden
 Jefferies
 John Scott Charitable Trust
 Lillie Johnson Charitable Trust
 Mastercard
 National Citizen Service Trust
 Souter Charitable Trust
 St James's Place Charitable Foundation
 The Drapers' Charitable Fund
 The John Armitage Charitable Trust



The Joseph Strong Frazer Trust
The Merriman Charitable Foundation
The Pamela Barlow Charitable Trust
The Roger & Douglas Turner Charitable Trust
The W O Street Charitable Foundation
Vertex Pharmaceuticals

THANK YOU.

Teaming Up to Transform Tomorrow

City Year UK and the DHL UK Foundation

2016-2025

Over £1 million in funding: boosting education, skill development and employment opportunities for the next generation growing up in disadvantaged communities

8,981 children in underserved areas impacted, with careers education delivered in and out of class. 63 GoTeach sessions since 2021

1,230 young adults empowered as mentors and equipped for the future, with 500 achieving accredited leadership and management qualifications

THANK YOU to over 600 DHL employees who gave their time and expertise

Mentors to our mentors

Careers talks

Skills workshops

**Industry exploration
days**

// Without a doubt, a key component of our special partnership has been City Year UK's collaboration with DHL employees. Through various activities, DHL employees have shared their skills and experience, offering guidance to City Year UK mentors, whether through the Bridge Builder mentoring programme, panel events or mock interviews. We know the significant impact of employer interactions for young people's development and career trajectory and are proud that our partnership has provided these opportunities.

"City Year's approach was always, 'What more can we do, what are the opportunities available?' It wasn't just about ticking a box but about what we could do together to shift the needle. It was about having the shared ambition to build a beautiful programme." Caroline Courtois, CEO, DHL UK Foundation



Hear more from Caroline and her inspiring perspective on partnering for social impact in episode 6 of our podcast, 'Satchels of Success: Young Leaders Making a Difference'



Financial Review

The charity sector continues to operate within a challenging economic environment, with increased costs and pressure on fundraising income. Schools have also faced sustained financial pressures, limiting capacity for discretionary external programmes. During the year, City Year UK delivered its programme in 15 schools across three sites.

City Year UK reported net outgoing resources for the year ended 31 July 2025. This position had been identified early in the financial year through updated forecasting and regular financial monitoring. Total incoming resources were £1,651,566 and total resources expended were £2,117,235, as shown in the Statement of Financial Activities on page 67.

The position arose primarily from a reduction in programme and fundraising income, while the organisation's cost base had been structured for a larger scale of delivery in previous years. During the year, the trustees and senior leadership team undertook a comprehensive organisational review. This included a restructuring process and a reduction in staffing levels through redundancy and natural attrition, resulting in a reduction of 12 roles, approximately 32 per cent of the workforce, and a leaner organisational structure.

The net outgoing resources were met from reserves accumulated in prior years. At 31 July 2025, unrestricted reserves stood at £6,458. Restricted funds were fully expended in accordance with funder requirements and stood at nil at the year-end.

The restructuring actions taken during the year have reduced the ongoing cost base and positioned the organisation to operate on a more sustainable footing going forward.

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 charity's 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

At 31 July 2025, unrestricted reserves stood at £6,458 compared to £472,127 at 31 July 2024. The reduction reflects the net outgoing resources reported for the year and the utilisation of previously accumulated reserves to support the organisation through a period of transition and restructuring.

The trustees' reserves policy is to hold unrestricted reserves equivalent to two to three months of operating expenditure. Based on the approved budget for the current year, this equates to between £327,000 and £491,000.

Unrestricted reserves at the year-end are significantly below this target range. The trustees have therefore implemented a recovery plan which includes operating within a reduced cost base and a focused fundraising strategy to rebuild reserves. Cashflow forecasts and reserve levels are reviewed at each Board meeting, with the committees meeting more frequently to monitor financial performance and cashflow and report regularly to the Board.



Assessment of going concern

The Trustees have considered the appropriateness of preparing the financial statements on a going concern basis. In doing so, they have reviewed the charity's current financial position, updated cash flow forecasts, fundraising pipeline, reserves position, committed expenditure, and the key risks and mitigating actions available to the organisation.

The assessment covers a period of at least twelve months from the expected date of approval of the financial statements. As the approval of the financial statements has been deferred, the Trustees have also considered the organisation's projected position across the 2026/27 financial year.

The charity continues to operate with minimal unrestricted reserves, which remain below the target range set out in the reserves policy. This limits the organisation's ability to absorb unexpected reductions or delays in income. The Trustees also recognise that the charity remains reliant on the successful conversion of fundraising opportunities in order to meet its financial obligations and support delivery in the next financial year.

For the current financial year ending 31 July 2026, management's latest forecast indicates that the charity is expected to remain cash positive to the year end, subject to the receipt of income from donors that has been committed but not yet paid.

Looking ahead to 2026/27, approximately 47% of the organisation's income for the financial year is derived from school partnership income relating to programme delivery with partner schools. This provides an underlying level of recurring operational income across the academic year. At the date of this assessment, 100% of target partner schools have committed to the 2026/27 programme, reflecting the strength of existing school relationships and continued demand for the organisation's programme delivery.

The remaining income for FY27 is reliant on external donors. The Trustees recognise that fundraising income forecasts in the prior period did not convert in full within the anticipated timeframe. As a result, additional scrutiny has been applied during the current assessment to the maturity, probability weighting and expected timing of pipeline opportunities. The Trustees have focused particularly on opportunities assessed as having a higher likelihood of conversion within the assessment period. The Trustees have considered the progress made in strengthening fundraising oversight during the year. This has included more structured pipeline monitoring, probability weighting of opportunities, more frequent reporting to Trustees and closer review of the timing and maturity of individual prospects.

The Trustees have reviewed the current cash flow forecast and fundraising pipeline. At the date of this assessment, secured income for 2026/27 remains limited and the organisation is dependent on the conversion of both existing funder renewals and new fundraising opportunities. While the pipeline includes a number of opportunities across corporate partnerships, trusts and foundations, individual giving and philanthropic networks, a significant proportion remains unconfirmed and subject to funder decision-making and timing.

Whilst based on current funding opportunities within the pipeline the organisation would be fully funded for 2026/27 if all opportunities converted to committed funding, Trustees note that the overall value of the pipeline at this stage of the year is lower than at comparable points in previous years, and there remains an immediate requirement to secure material additional funding during the remainder of 2026.

Given the challenging fundraising environment in the UK, the organisation has been working closely with City Year Inc (US) who have been providing support to the organisation both in terms of supporting engagement with US-based donors who have a global perspective, plus providing additional fundraising resources. Given the challenges facing private sector fundraising, the Trustees have also identified a strategy of income diversification through partnerships with the public sector, given the strong focus of the education sector on improving English and Maths in schools, and the growing issue of NEET youth in the UK. Both of which are central to the mission and work undertaken by the organisation.

The Trustees have also considered the impact of leadership stability on the organisation's fundraising and external engagement activity. The organisation has operated without a permanent Chief Executive for a prolonged period during the current year, but a new permanent Chief Executive has recently been appointed and will join the organisation shortly. The new Chief Executive has many years of experience in delivering youth services that meet local needs and support our communities. The Trustees consider that this appointment provides greater organisational stability and strengthens the charity's leadership capacity, external engagement and fundraising capability going forward, including the development of relationships with existing and prospective funders and supports the Trustees' strategy of diversification of income in the public sector.

The Trustees have also considered the mitigating actions available to the organisation should income not be secured in line with current forecasts. These include close monitoring of cash flow, continued control of discretionary expenditure, review of staffing and programme delivery assumptions, active management of creditor and payment timings where appropriate, and further Trustee oversight of financial decision points. The organisation has also previously taken action to reduce its cost base and align expenditure more closely with current levels of activity.

Notwithstanding these actions, the Trustees recognise that there is a material uncertainty relating to the charity's ability to secure sufficient income during 2026/27 to meet its obligations as they fall due without requiring significant further action. This uncertainty arises principally from the current level of unsecured fundraising income required for 2026/27, the reliance on successful conversion of elements of the fundraising pipeline, the limited level of unrestricted reserves, the timing of funder decisions, and the implementation of the organisation's public sector income diversification strategy.

The Trustees have concluded that these conditions indicate the existence of a material uncertainty which may cast doubt on the charity's ability to continue as a going concern. The financial statements do not include any adjustments that would result if the charity were unable to continue as a going concern.

However, given the status of current fundraising opportunities, the level of secured school income, and the confirmation of all target partner schools for the 2026/27 programme, the actions already taken to strengthen fundraising and financial oversight, the appointment of a permanent Chief Executive, and the strategic actions available to the organisation, the Trustees consider that there remains a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future.

For this reason, the Trustees have concluded that it remains appropriate to prepare the financial statements on a going concern basis.

Our funders

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

Akin
Ardian
Bain Capital
Bank of America
Baron Davenport's Charity
BGF Foundation
CVC Capital Partners Limited
DHL UK Foundation
E B M Charitable Trust
Garfield Weston Foundation
Gowling WLG (UK) Charitable Trust
HarbourVest
The Christopher and Henry Oldfield Trust
Howden
Jefferies

John Scott Charitable Trust
Lillie Johnson Charitable Trust
Mastercard
National Citizen Service Trust
Souter Charitable Trust
St James's Place Charitable Foundation
The Drapers' Charitable Fund
The John Armitage Charitable Trust
The Joseph Strong Frazer Trust
The Merriman Charitable Foundation
The Pamela Barlow Charitable Trust
The Roger & Douglas Turner Charitable Trust
The W O Street Charitable Foundation
Vertex Pharmaceuticals

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
2025 - 2026**

Measurement

At City Year UK we use measurement to drive programme design, inform our interventions and improve outcomes for children in need. Looking forward, we continue to hone our approach and explore the potential for more precise evaluation of the link between pupil engagement and progress.

Following our acceptance onto Sainsbury's Data Philanthropy Programme, our team took part in a two day hackathon-style event with data analysts. A key insight from our 2024-2025 data showed that pupils with significantly improved social-emotional skills (measured using DESSA) improved their attendance by 3.5%.

In 2025-2026, City Year mentors will use our own 'Areas of Focus' model, bringing together research, best practice and proven high-impact strategies to sharpen delivery of interventions. At its heart is social and emotional learning, reinforced by the opportunity for schools to target three other areas for improvement per pupil: attendance, behaviour and maths or English. Taken together, these pillars create the conditions for children to thrive.

Where schools have chosen maths or English support, each child will be enrolled onto IXL Learning, a leading educational platform aligned to the National Curriculum. Offering personalised maths and English practice, the platform will also help us maintain consistency in our academic support and improve data insights. A diagnostic assessment gives a clear picture of where pupils are in their own learning journey and the skills they need to develop. An interactive dashboard tracks real-time progress, also enabling school staff to receive intervention updates. There are dedicated GCSE and SATs skills plans and for maths, pupils with English as an additional language can practise skills using translation.

Our 'Areas of Focus' Model for 2025-2026

Pupils chosen for individual mentoring in consultation with school			
Identify which social-emotional skills will benefit each child. Weekly sessions to develop:			
Optimistic thinking	Self-management	Relationship skills	Social awareness
Self-awareness	Personal responsibility	Goal-directed behaviour	Decision making
Tailored strategies for individual pupils Activities integrated into daily routines Social-emotional learning fostered within class		Focus on positive behaviours Track progress to inform next steps Close collaboration with teachers and staff	

PLUS opportunity for schools to target:

Maths or English		Behaviour	Attendance
Personalised plan Real-time progress tracker SATs and GCSE options	Coaching in and out of class Skills development, lesson recap or exam preparation	In-lesson support Attention to learning Check-ins	Morning meet and greet Phone calls home Walking to lessons

Support for all pupils before, during and after school				
New opportunities and innovative activities			Promoting positive, welcoming communities	
Running extra clubs	Helping on class trips	Staging events	Extra 'eyes and ears' at breaktime	Someone to talk to who isn't a teacher

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. One existing trustee was re-elected for a new term, and one trustee resigned from the board. 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 ten 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 on 29/05/2026 and signed by order of the Board



Matthew Davies (Chair of Trustees)

29/05/2026



The background features a large, abstract graphic on the left side composed of overlapping organic shapes in red, green, blue, and purple. A white curved shape separates this from the right side, which is white. A pattern of small yellow dots forms a large, faint, abstract shape on the right side, partially overlapping the text.

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 2025 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 2025 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.

Material uncertainty relating to going concern

We draw attention to the accounting policy on Going concern in the Financial Statements which sets out the challenges the charity has faced in converting its fundraising pipeline into secured income in a challenging fundraising environment and whilst the charity has been without a permanent Chief Executive. The accounting policy sets out the steps the charity is taking to address these issues. As stated in the accounting policy these conditions indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

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. Our evaluation of the Trustees' assessment of the charity's ability to continue to adopt the going concern basis of accounting included review of the fundraising pipeline and cashflow forecasts to July 2027. Our key observations are that the charity is working closely with City Year Inc who are providing additional fundraising resources and supporting engagement with US-based donors and with the appointment of a new permanent Chief Executive the charity has identified a strategy of income diversification.

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 59, 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

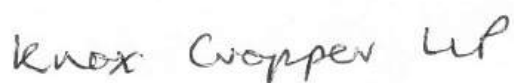
with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- 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

29/05/2026

Statement of Financial Activities

CITY YEAR UK
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JULY 2025

	Notes	Unrestricted Funds	2025 Restricted Funds	Total Funds	Unrestricted Funds	2024 Restricted Funds	Total Funds
Income and endowments from							
Donations and legacies							
Grants and Donations	2	563,910	307,116	871,026	1,486,075	179,682	1,665,757
Investment Income		5,064	-	5,064	656	-	656
Charitable activities							
School Fees		775,476	-	775,476	973,570	-	973,570
Total Income		1,344,450	307,116	1,651,566	2,460,301	179,682	2,639,983
Expenditure on							
Raising funds							
Costs of Generating Voluntary Income		275,687	-	275,687	296,939		296,939
Charitable Activities							
Programme Expenses	3	1,534,432	307,116	1,841,548	2,141,218	179,682	2,320,900
Total Expenditure		1,810,119	307,116	2,117,235	2,438,157	179,682	2,617,839
Net income/(expenditure)		(465,669)	-	(465,669)	22,144	-	22,144
Net Movement in funds		(465,669)	-	(465,669)	22,144	-	22,144
Reconciliation of funds							
Total Funds Brought Forward		472,127	-	472,127	449,983	-	449,983
Total Funds Carried Forward		6,458	-	6,458	472,127	-	472,127

All incoming resources and resources expended derive from continuing activities.

Balance Sheet

CITY YEAR UK
BALANCE SHEET
AS AT 31 JULY 2025

	Notes	2025 £	2024 £
Fixed Assets			
Investments	9	-	1
		-	1
Current Assets			
Debtors	10	17,275	202,271
Cash at Bank and in Hand		225,673	397,945
		242,948	600,216
Liabilities			
Creditors: amounts falling due Within One Year	11	236,490	128,090
Net Current Assets		6,458	472,126
Total Net Assets	13	6,458	472,127
The Funds of the Charity:			
Unrestricted Funds			
General Funds	12	6,458	472,127
Restricted Funds	12	-	-
Total Funds		6,458	472,127

Approved by the Board of Trustees on 29/05/2026 and signed on its behalf by:



Matthew Davies
Chair of Trustees

Registered Company Number: 06965846

Registered Charity Number: 1131350

Statement of Cashflows

CITY YEAR UK
STATEMENT OF CASHFLOWS

	2025	2024
	£	£
CASH FLOWS FROM OPERATING ACTIVITIES		
Net cash flows provided by (used in) operating activities	(172,272)	(57,474)
NET CHANGE IN CASH AND CASH EQUIVALENTS	(172,272)	(57,474)
Cash and cash equivalents at the start of the year	397,945	455,419
Cash and cash equivalents at the end of the year	225,673	397,945
RECONCILIATION OF OPERATING SURPLUS TO NET CASH INFLOW FROM OPERATING ACTIVITIES		
	2025	2024
	£	£
Net Income / (expenditure) for the financial year	(465,668)	22,144
Adjustments for:		
(Increase)/decrease in debtors	184,997	(69,530)
Increase/(decrease) in creditors	108,339	(10,087)
Net cash provided by (used in) investing activities	(172,272)	(57,473)

**Notes Forming Part
of the Financial
Statements**

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

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

The trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements in respect of a period of one year from the date of approval. In making this assessment, the trustees have reviewed detailed cashflow forecasts, expected school income, secured funding, the weighted fundraising pipeline, current reserves and the risks associated with future fundraising income.

The trustees have concluded that these conditions indicate the existence of a material uncertainty which may cast significant doubt on the charity's ability to continue as a going concern. However, having considered the level of expected school income, current fundraising opportunities, the appointment of a new permanent Chief Executive, and the actions taken to strengthen fundraising and financial oversight, the trustees consider that there remains a reasonable expectation that the charity will have adequate resources to continue in operational existence for the foreseeable future.

Accordingly, the trustees continue to adopt the going concern basis in preparing the financial statements. The financial statements do not include any adjustments that would result if the charity were unable to continue as a going concern.

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 2025

2. GRANTS AND DONATIONS

	Unrestricted	Restricted	2025	2024
	£	£	Total	Total
			£	£
Grants				
London	-	101,888	101,888	35,833
West Midlands	-	20,000	20,000	17,833
Greater Manchester	-	72,499	72,499	75,094
Central costs	-	112,729	112,729	50,922
Other grants and donations	-	307,116	307,116	179,682
Unrestricted	554,540	-	554,540	1,467,435
	554,540	307,116	861,656	1,647,117
Donations in Kind				
Staff training funded through transfer of Apprenticeship Levy	9,370		9,370	18,640
	9,370		9,370	18,640
	563,910	307,116	871,026	1,665,757

There were £9,370 in value donations in kind during FY25 (FY24: £18,640). 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 2025

3. TOTAL RESOURCES EXPENDED

	Cost of Generating Funds	Charitable Expenditure	Support Costs	2025 Total	2024 Total
	£	£	£	£	£
Direct Programme Staff		771,677		771,678	855,076
Non Programme Staff	266,721	-	222,666	489,387	604,308
Volunteer Expenses		452,585	-	452,585	613,830
Volunteer Recruitment- Salaries		118,257		118,257	137,730
Volunteer Recruitment- Other		18,884		18,884	65,580
Programme Costs		43,382		43,382	56,917
Training		44,810		44,810	84,538
Property & Maintenance		-	42,199	42,199	49,563
Staff Recruitment		-	2,944	2,944	3,469
IT & Telecoms		-	43,525	43,525	55,676
Staff Travel & Accommodation		6,697	424	7,121	11,724
Communications		17,271	-	17,271	17,759
Legal & Professional		13,872	16,334	30,206	24,055
Other Overheads			2,263	2,263	8,052
Fundraising Events	8,966			8,966	2,460
Affiliation Fee		23,757		23,757	27,101
	275,687	1,511,192	330,356	2,117,235	2,617,839
Reallocation of support Costs		330,356	(330,356)		
	275,687	1,841,548	-	2,117,235	2,617,839

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

4. NET INCOMING RESOURCES FOR THE YEAR

	Year Ended 31 July 2025 £	Year Ended 31 July 2024 £
This is stated after charging/(crediting):		
Auditors Remuneration	13,872	12,285

5. STAFF COSTS

Salaries and Wages	1,214,961	1,412,273
Social Security Costs	119,430	129,658
Pension Costs	44,929	55,184
Redundancy Costs	27,262	-
	<u>1,406,582</u>	<u>1,597,115</u>

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

	No.	No.
£60,001 to £70,000	1	-
£70,000 to £80,000	1	1
£80,001 to £90,000	-	-
£90,001 to £100,000	1	-
£100,001 to £110,000	1	1

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

	No.	No.
Programme Staff	15	25
UK Year of Service: School service Leaders	4	4
Fundraising, Administration and Support	13	21
	<u>32</u>	<u>50</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 26 employees (2024:41). As at the year end, £5,712 was outstanding (2024: £9,383).

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

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. 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 £459,327 (2024: £291,386).

7. TRUSTEE REMUNERATION AND RELATED PARTY TRANSACTIONS

None of the Trustees received any remuneration or were reimbursed expenses during the period (2024: none).

The following Trustees also have senior roles with some of the charity's key funders:

Matthew Davies	Managing Director, Treasury Services, Global Banking Markets, Bank of America
Merary Soto-Saunders	Former Global Head of Diversity @ CVC Capital Partners HR & Talent Expertise
James David Terry	Partner at Akin

We received £22,788 (2024: £29,922) from Bank of America and £20,000 from Akin (FY24: £60,000) and £78,116 from CVC Capital Partners (FY24: £87,289). There were no amounts due to or from these funders at the year end.

Nine trustees also made personal donations to the charity during the year which amounted to £33,430 in total (2024: Seven Trustees totalling £39,731).

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.

8. 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.

9. INVESTMENTS

	As at 31 July 2025	As at 31 July 2024
	£	£
Investment in unquoted subsidiary undertaking		
At cost	-	1
	-	1

The wholly-owned trading subsidiary, City Year London Trading Limited, which was incorporated in the United Kingdom on 3 November 2010, operated 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. The company was dissolved on 15 April 2025.

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

10. DEBTORS

	As at 31 July 2025	As at 31 July 2024
	£	£
Trade Debtors	(570)	14,871
Accrued Income	-	172,706
Other Debtors	1,000	1,600
Prepayments	16,845	13,094
	17,275	202,271

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	As at 31 July 2025	As at 31 July 2024
	£	£
Trade Creditors	20,895	11,841
Taxes and Social Security	173,548	32,348
Other Creditors	5,712	9,383
Accruals and Deferred Income	36,335	74,518
	236,490	128,090

CITY YEAR UK
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 JULY 2025

12. MOVEMENTS IN FUNDS

	At 1 August 2024	Incoming Resources	Outgoing Resources	Transfers	At 31 July 2025
	£	£	£	£	£
Restricted Funds:					
London		101,888	(101,888)		
West Midlands		20,000	(20,000)		
Greater Manchester		72,499	(72,499)		
Central Costs		112,729	(112,729)		
		307,116	(307,116)		
Unrestricted funds:					
General Funds	472,127	1,344,450	(1,810,119)		6,458
	472,127	1,651,566	(2,117,235)		6,458

	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

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 2025

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Funds	Restricted Funds	Total Funds
	£	£	£
Fixed Assets	-		-
Net Current Assets	6,458		6,458
Net Assets at 31 July 2025	6,458		6,458

For comparative period:

	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

Additional Information



Reference & administrative details

Board of Trustees

Matthew Davies	Chair of the Board
AnnMaura Connolly	
Patrick Flaherty	
Kasey Hooper	
Sachin Jogia	
Michael Lynas	
Bethia McNeil	Resigned 31 March 2025
Merary Soto-Saunders	
James Terry	Chair of the Finance Committee
Rodney Williams	
Stephanie Wu	

Senior management team

Kevin Munday	Chief Executive (Left 18 July 2025)
Chandni Radia	Director of Development and External Relations / Acting Chief Executive
Alison Vaughan	Director of Finance (Left 31 July 2025)
Sophie Fanning-Tichborne	Associate Director of Development (Left 20 May 2025)
Louisa Hopkins	Associate Director of School Partnerships and Volunteer Recruitment
Dean Thomas-Lowde	Associate Director of Programmes

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



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Support us

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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



Contact us

London (Headquarters)

City Year UK
200a Pentonville Road
London
N1 9JP
020 7014 2680



/cityyearuk

Other Offices:

Greater Manchester, West Midlands

cityyear.org.uk
info@cityyear.org.uk

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