NOTHING ABOUT US WITHOUT US

PEER POWER ANNUAL REPORT
2020/2021

peerpower

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YOUNG PARTNER WELCOME LETTER

Over the past year we have been expanding our co-production training and reaching even more professionals and settings than previously. It has been an inspiring and empowering journey, from the co-creation of the training all the way to the co-delivery of the training. It has been an absolute privilege to be able to utilise my lived experience and be enabled to influence and train professionals on how to understand and implement more co-production in their vital work with young people. Alongside the completion of this co-production training we have offered coaching which is tailored to supporting each organisation more directly; this has been often challenging but so very rewarding to know that I can offer my expertise and insights to help and the crucial shared learning that takes place from both sides. I've never done any work quite like this before but I know it makes a huge impact that will have a positive ripple effect on the lives and futures of many young people who work with these professionals. I hope that the continuation of this training will allow services and organisations to prioritise co-production and putting young people and their voices at the heart of their work and system change.



Aaliyah
Peer Power Leader

WELCOME LETTER CHAIR OF TRUSTEES DAME LORNA BORELAND-KELLY

I am delighted to introduce you to our Annual Report. As I write, the world continues to experience a high level of disruption as a result of COVID-19 and the restrictions that have been in place. Although some of these restrictions have been withdrawn, we continue to proceed with care and caution as we open our offices to Young Partners, Staff and Trustees.

I, and many of the Trustees, joined Peer Power Youth at the beginning of the pandemic, or in my case, during the pandemic. Following my appointment, I received two months of induction and the opportunity to shadow Julie Fox, the outgoing Chair of Trustees, and in June 2021 I formally took up my role as Chair of Trustees at a hybrid Board meeting held virtually and in-person. I believe it is a great honour to be appointed to this role and to have received support from Julie Fox in such a detailed hand over.

I would like to pay tribute to Julie Fox and the Trustees who, as you will no doubt deduce from reading our Annual report, have been responsible for skillfully steering the Charity through what could have been a difficult period for us.

We do, of course, have a very experienced, dedicated staff group, including the Young Partners and CEO Anne-Marie Douglas, who has been joined in March 2021 by Nicola Kidston as the newly appointed deputy CEO/Head of Programmes.

In areas of the Report, we have noted the early impact that we were seeing from COVID-19 and the response made by the organisation to keep true to our Vision; that empathy led services and systems support all children, teenagers and young adults to achieve their dreams and lead their best lives.

Peer Power continues to be a catalyst for positive change. We continue to collaborate and work in partnership with a wide range of professionals and organisations to develop higher standards of empathy, inclusion, diversity, and whole system transformation.

As a rapidly growing organisation, our Board of Trustees are very pleased to support this growth and are committed to providing the time and knowledge that is required for these developments.

Finally, I am confident that we have set out in the annual report clear evidence of how Peer Power Youth has worked to uphold the Mission and Values of our Charity and that we have demonstrated our commitment to good governance as Trustees. I would like to thank again the Staff, Young People, CEO, Trustees and Julie Fox the former Chair for her years of Leadership and ongoing support of the Charity.

Dame Lorna Boreland-Kelly
Chair of Trustees
Peer Power Youth



CEO LETTER

What a year it was, the year of 2020! We started the financial year moving to a new office in Lambeth to support the growing need for our work, and just three weeks later we were working from home in response to the growing threat of the Covid-19 virus. What we all went through that year will forever bond us. Across our team and young partners we supported those struggling with mental health, poverty and isolation, and during this time, some young partners were not able to access support services.

In response to demand, we started new services such as ensuring young people are centred in the developments of NHS violence reduction initiatives across London, and supporting children in secure settings in the South East to influence healthcare services.

Like others, we had to adapt quickly to digital working and we worked hard to ensure that we didn't lose our empathic relationship and connection focussed approach. We did not furlough any of our team because the need for our work was still very much there. Some of our staff were deployed to other areas of the charity that had now become urgent, such as communications and fundraising. I'd like to thank the whole team who were consistently diligent in their work and commitment to our values, demonstrating love and care for young partners and each other through that very difficult time.

I would also like to thank our funders and commissioners that supported with flexibility around delivery and emergency funding that helped the charity to offer therapy to staff and young partners, well-being packages, food parcels, and IT equipment to those in need.

We said a heartfelt thank you and goodbye this year to our outgoing and founding Chair of Trustees, Julie Fox, who we are delighted is remaining connected with Peer Power through the Advisory Board. Thank you for all that you have done Julie in getting us to where we are today, and for supporting with a thorough induction for our new Chair.

We welcomed Dame Lorna Boreland-Kelly as the new Chair of Trustees in June, and she brings a wealth of experience in executive leadership, governance and in children's social care. I am thrilled to be working alongside Dame Lorna in taking Peer Power to its next phase of growth now that it is five years old a charity.

Eight new Trustees joined the board in early 2020, and it is to their credit how they have supported and steered the charity through the pandemic having never met in person, and facing the impact of the pandemic themselves, and on their work and families. Thank you.

Throughout this time, I have been immensely proud of the work the young partners developed in response, such as the empathic and personal recordings from young partners to their peers in secure settings and the Guide to Social Action in Communities for young people by young people to support the inaugural Stephen Lawrence Day in 2020.

A huge achievement is the digital experiential training they have designed, developed and delivered on the topics of coproduction and Empathy. This training is delivered by young partners to professionals, and is followed by coaching to support others on their journeys to understanding real and meaningful coproduction that is trauma responsive and empathy led.

It has also been a time of learning and un-learning for me as a white female Founder and Chief Executive. We have not been doing enough to eradicate racism, particularly in respect to the systemic racism many of our team and young partners face in accessing fair and accessible services. Peer Power has committed to becoming an anti-racist charity explicitly as one of three core objectives in our co-produced business plan for 2021-24, and to doing the deep work required internally to achieve this.

Emerging stronger, we've learnt so much about our work, and about each other in 2020. Deep heartfelt thanks to all our funders, donors, board, staff team and young partners involved. Empathy, love and connection I believe, got us through that time, and you all made that period brighter for it. Thank you.

Anne-Marie Douglas
Founder & CEO
Peer Power Youth



THE YEAR IN NUMBERS

+13 Peer Power Experts

+5 Young Campaigners

219 therapeutic and pastoral support hours

36 AQA qualifications achieved

831 professionals engaged in youth-led sessions and training

453 co-production, training & peer research hours

WHO WE ARE

Peer Power is an empathy-led charity that engages children, teenagers and young adults with two goals in mind: individual change and system change. We support them in healing after trauma, finding the power and positivity in their stories and creating ways for them to be heard and influence action. We work with them as they develop the skills, experience and training to become future leaders. Together, we support those delivering, designing or commissioning services as they respond to the experiences of young people, so that approaches across the youth sector are ever more driven by participation and empathy.

OUR VISION

A world where empathy-led services and systems support all children, teenagers and young adults to achieve their dreams and lead their best lives.

OUR MISSION

To be a caring support network for young people, helping to change their lives through reliable healthy relationships so they can change and inspire the lives of others and increase empathy in the services designed to help them.

OUR VALUES

EMPATHY
We are compassionate, caring and strive to understand the experiences of others.

RESPECT
We believe in listening, understanding and learning from others.

POSITIVITY
We focus on people's strengths and our collective potential.

OPENNESS AND HONESTY
We encourage each other to be ourselves and own our own stories.

LOVE
Our work and our action is grounded in love and kindness, for ourselves and for others.

FAIRNESS
We believe in equal access to opportunities, social justice and mobility.

WHO WE WORK WITH

Some of the children, teenagers and young adults we partner with have described themselves as being 'abandoned by society'. Our young partners have experienced injustice and inequality because of race, class, poverty, disabilities and other things, as well as childhood adversity, abuse and trauma. They are passionate about using their experiences in positive and powerful ways to improve support services by voicing issues for and with their peers, other children, teenagers and young adults. The organisations, agencies and stakeholders that we partner with include youth justice services, health services, prisons, police, social services, schools and more. We know that those delivering, designing and commissioning services care about children and young people, though sometimes the systems they are working in make it hard to embed the empathic and participatory approaches that are so needed.

OUR THEORY OF CHANGE

We are trying to effect change in two areas:

1

INDIVIDUAL CHANGE

Individual change: improving the health and wellbeing of young people, supporting them into work and developing them as future leaders.

2

SYSTEM CHANGE

Iimproving, influencing and changing the systems that are supposed to support young people, including justice, health, education and social care.

We believe these go hand in hand. The more we support young people affected by adversity to overcome their trauma and the challenges it can create, the more they'll be able to work with professionals within these sectors to create better, more supportive, compassionate systems. Systems that actually meet the needs of children and young people. The better the systems we have, the fewer young people will need our support. Eventually we will have an inclusive and just society that recognises each individual's assets, skills and strengths.



2020: COVID-19, WELLBEING AND THE MOVE TO DIGITAL ENGAGEMENT

Our charity initially made the move easily to digital engagement, supported no doubt by the strong relationships that exist within the team and young partners. However, over time we saw difficulties emerge for many in how they were coping with isolation, with the impact of the pandemic on all aspects of the charity's work and our lives.

We were very fortunate to be supported by our funders in the financial year 2020/21 to help us in our response to the pandemic. Their support meant that we have been able to support our team and our young partners in arrange of ways such as:

- Increase emotional support through the employment of two therapists for young partners and a therapeutic supervisor for our delivery team
- Increase practical support in the midst of the pandemic and the isolation through IT equipment, dongles, food and well-being parcels.
- Develop our digital communications practice to increase our impact
- Additional time for our Young Campaigners to develop their campaigns
- Funding to support our increasing core infrastructure costs
- Resource to shift our experiential training development to digital delivery
- Run additional well-being sessions for young partners and recruit additional staff to increase outreach and support for young partners
- Resource for well-being support to our staff team

THE 'PEER TO PROFESSIONAL' JOURNEY

When Peer Power was founded, the young people involved in its development advised us to provide three types of support:

- trusted, empathic, consistent relationships and holistic support
- meaningful involvement
- employment support and opportunity.

The Peer Power journey is based on these.

Our approach is unique. We are person-centered, and use empathy training, positive psychology, trust, compassion and relationships as the building blocks of all of our work. 'The relationship IS the intervention' is our motto. We work in partnership with young people to design and develop our work - 'no decision about me, without me' is one of our core principles. Therefore when we say "we", we include young people in that. There is no "them" and "us". We engage with young people as long as they wish to stay, and up to the age of 25.

When a young person joins the Peer Power network, they become a partner – in designing the support they want, and in creating the change they want to see.

Together, we've now developed different roles Young Partners can take along their 'Peer to Professional' journey. Each journey is different, so these roles offer different levels of involvement. But as a group, partners support each other. They reach out to other young participants within their communities, including secure settings. And they engage with a growing network of professionals and decision-makers, through training, workshops and events.

These are all paid roles in some way, ranging from expenses-paid volunteer time, through paid session work to self-employed contract work. We expect the services, institutions and organisations we work with to value our young partners' time and insight just as we do.



YOUNG PARTICIPANTS
Take part in our focus groups, surveys and peer-led sessions to help improve services.



PEER POWER EXPERTS
Work with professionals on system change – speaking at events, running workshops, doing creative work to tell stories with power.



PEER POWER LEADERS
Conduct workshops and research, advise on and co-write reports.



PEER TRAINERS
Deliver accredited Peer Power training to other peers or professionals.



YOUNG CAMPAIGNERS
Devise and lead their own positive change campaigns in response to their lived experience.



BOARD MEMBER
Some young partners may go on to sit on our Advisory Board.

“I’m a Peer Power Expert and Leader. This means I'm involved with supporting other young people and attending workshops and events to help promote system change. I have lived experience in the justice and social care system and I am deeply aligned with the values that Peer Power has about system change. I started to notice my confidence growing when I was a part of the Newcastle conference, where I helped lead a workshop for professionals on the importance of empathy and co-production in their practice.

In September I'm starting university to study working with children and young people. This is really special to me because I wasn't the best at school and coming from where I'm coming from I never thought I'd be ever starting university. It only takes one person to really care to make a change in someone's life and luckily at Peer Power we have loads.”

YOUNG PARTNER

THE PEER POWER EXPERTS’

HEALTH & JUSTICE PRIORITIES

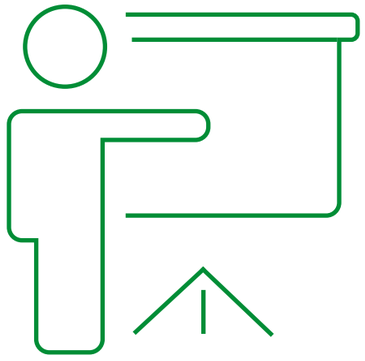
This year was the third year of our Peer Power Experts group, which works to ensure the voices of young people are heard, responded to, and can therefore better shape service delivery.

The group developed their own peer research and social action projects, participated in commissioning and represented young people and Peer Power on a series of panels and events and worked as a collective to put together their own set of health and justice priorities.

This year they have been keen to platform the voices of their peers in communities, and ensure all voices are heard and influence health and justice priorities. Following training in peer research methodology, the research topics chosen were:

- What are the problems with police and the community?
- Should all young people who have experience in care be entitled to a mental health assessment before the age of 18
- The link between Finances and Mental Health
- The school system and its effect on children and young adults
- Knife Crime and Black, Asian and other racialised and minoritised communities
- Exploring transitions from Child and Adolescent Mental Health (CAMHS) psychiatric units in hospital to community settings

‘NOTHING ABOUT ME WITHOUT ME’



CO-PRODUCTION HIGHLIGHTS

Peer Power Experts, Peer Power Leaders and our young partners have taken part in numerous events over the last year; commissioning health services, designing and leading workshops, delivering keynote speeches, and participating in online discussions with a range of professionals across the health and justice and social care sectors. We began recruitment of a new cohort of Peer Power Experts in early 2021.

> “As always it has been a pleasure to work with your team and the young people. They always bring so much to the work and this really does feel like a co-produced product with so many uses and further expansion possibilities. I know our team have really enjoyed the process and we look forward to working with you all further.”

ANDREW CLARKE, SENIOR DEVELOPMENT LEAD,
NHS ENGLAND & NHS IMPROVEMENT

A few examples of our work and impact include:

NHSEI SOUTH EAST

Providing commissioning support for Swanwick Lodge and Lansdowne Secure Children’s Homes Peer Power Experts represented their peers with lived experiences and were involved in commissioning two new integrated healthcare services, ensuring that the commissioned organisations are accountable in their engagement with young people. Our work continues there to ensure that the voices and experiences of young people at the settings are embedded through participatory healthcare standards.

SOCIAL ACTION RESOURCE FOR THE INAUGURAL STEPHEN LAWRENCE DAY

The ‘Guide to social action by young people for young people’ was created with tips, practical advice and inspirational words developed entirely by a group of Peer Power Experts who are passionate about using their experience to drive social change. The resource for their peers was launched to celebrate the life and legacy of Stephen Lawrence and the profound impact his legacy continues to have on young people and communities across the country. The beautiful illustrations were drawn by Parishma, a non-binary artist, activist and 2020 Peer Power Leader. Talking about the project, they said: “Because of Stephen young people need to know that their voices, experiences and needs are valid and important. This resource has been created to give young people the tools they need to amplify their stories and to remind them that their stories are worth telling”.

INVOLVEMENT OF YOUNG PARTNERS IN NHSEI VIOLENCE REDUCTION USER NETWORK

Peer Power Experts in London worked alongside NHSEI professionals to develop their violence reduction workstreams, including ‘in hospital’, education and training, social prescribing, and psychological models of care in the community, ensuring that young people’s voices were front and centre of delivery. Key themes from young partners were that the work should be trauma informed, ambitious and not limited by the model, explicitly anti-racist and anti-oppressive practice with a focus on the systemic change and root causes that influences violence and youth led.

FRAMEWORK FOR INTEGRATED CARE

In continuation of our work in 2019, NHSEI worked in partnership with Peer Power Experts to translate the Framework for Integrated Care document into a format that was written for young people by young people. Peer Power Experts translated the document and ensured they were speaking empathically to young people about their care, and how to and mental health support, before commissioning designer Lizzie Reid to bring the content to life through design. It was agreed that a pocket sized, visually appealing and foldout resource would be the most useful. The resource is being shared across health and justice settings for children nationally.



INFLUENCING IN 2020 – RESPONSE TO COVID-19

Peer Power Experts and Leaders have also been active across the sector, government and media to champion the voices of young people with lived experiences, particularly in response to the impact of the Covid-19 pandemic

PEER POWER EXPERTS LETTER TO DECISION MAKERS

Due to the impact of Covid-19 in the couple of months following the first lockdown in response to the Covid-19 pandemic, Peer Power Experts came together to co-write a letter to decision makers about the impact of the pandemic for them and their peers, and to offer solutions for how things could be improved. Issues spanned young people's experiences of mental health, employment, finance, housing, IT access, education, and social care.

> "Upon discussion it seemed that these issues were so obvious to us but we do realise that it's super important for us to communicate these issues, especially with service providers and decision makers like yourselves... I really hope you download the letter and read it for yourselves and try to understand where we're coming from."
>
> PEER POWER EXPERT

RECORDED MESSAGES FOR YOUNG PEOPLE IN SECURE SETTINGS

In April 2020 the Peer Power Experts, in collaboration with NHS England and Improvement, worked on a series of rapid co-produced peer-messages for children and young people who were living in secure settings. The messages contained basic information about COVID-19, what it is and how to stay safe and were caring and empathic in delivery. The recordings were used in secure settings across England and Wales, and then globally via the Global Health Network as word spread. A version for youth practitioners in the community was also produced due to demand, as well as a second recording to combat isolation during lockdown.

> "I've been to the secure estate so I understand what it's like not really knowing what's going on around you. I hope this information helps you guys a lot."
>
> PEER POWER EXPERT

> "I wanted to write to thank you and the Peer Power young people personally for the recent work you carried out to produce the 'What is COVID-19' video for the Children and Young People Secure Estate (CYPSE), especially under the current climate and at speed. The Peer Power Experts were brilliant and engaging, and the final video felt like a personal message to the children and young people in the CYPSE...."
>
> KATE DAVIES CBE, NHS ENGLAND AND NHS IMPROVEMENT, DIRECTOR OF HEALTH & JUSTICE, ARMED FORCES AND SEXUAL ASSAULT SERVICES COMMISSIONING, SPECIALISED COMMISSIONING

YOUNG CAMPAIGNERS

In 2020, we continued with the pilot of the new innovative approach to directly fund young campaigners and provide another avenue for young people to engage and lead our work. The Blagrave Trust and Paul Hamlyn Foundation jointly funded us through their Opportunity Fund and in 2019 we recruited five Young Campaigners who are paid London Living Wage to work two days a week on their campaign for eighteen months. Peer Power supports the Young Campaigners to register as self-employed and works with them to share best practice, participate in training, access guidance and elevate their respective campaigns through collaboration with key partners and influencers. The pilot was extended for a further two months into November 2021 due to disruption from the impact of the Covid-19 pandemic.

A key barrier to young people being able to engage in social action and lead campaigns is the financial imperative of gaining employment, which can reduce the time and energy they are able to commit to their work. By paying Young Campaigners for their time, Peer Power is removing this barrier, as well as providing the practical support and networks needed to elevate their work.

In 2021, a further seven Young campaigners are to be recruited for phase two of the project. Below are the stories from two of the Young Campaigners in this year's cohort:



“

I was supported to the highest possible standards, and I'm still being supported today.

”

BASHIIE

BASHIIE

I started working with Peer Power in 2020! During this time, I had lost quite a lot of confidence in the power I had to make change. I was still creating ideas, but the imposter syndrome was real. But I was kept busy during a time most didn't even have work. I was supported to the highest possible standards, and I'm still being supported today.

I joined Peer Power as part of the Young Campaigner's cohort and the minute I arrived I was treated like a part of the team. My opinions and ideas were heard and taken on board. I was asked to help co-produce and deliver sessions even though I'd only had experience of co-designing ideas before. I learnt so much from those session, about myself and how I wanted to work in my practice.

I was able to meet people with the same experiences as me and get qualifications in things I was previously terrified to do (like public speaking). I was also given training that helped me develop my understanding of myself and offered opportunities that let me broaden my knowledge of things like marketing and childhood adversity.

Peer Power has become an extended family to me; a space where I want to celebrate lived experience. A space where I can face my trauma safely. A space where my experience is just an experience rather than a tragedy. I have been impacted so positively from this organisation, someday I hope to return that in kind, but for now I can say that Peer Power is a necessary resource for people who, like me, just need a push in the right direction and a space to feel normal.



JACK

I first heard of Peer Power through a chance meeting with Anne Marie. After the event where we met, she invited me for a spot of lunch as we both waited for our trains. This was at the very beginning of Peer Powers journey, so we chatted about the vision Anne Marie had and what she wanted to do. I was very interested in working alongside Peer Power and we stayed in touch, with her sending me different opportunities for projects to be involved in. Fast forward to now and I've watched Anne Marie build Peer Power into the amazing charity supporting so many people directly and indirectly in so many ways.

At the beginning, I struggled with focussing on what I'd like to achieve, finding it quite over whelming due to lock down and not being able to meet with people face to face. Over time, I realised that I may just be one voice, but there are many ways to make some noise about my campaign! I gained a following on Twitter of like-minded individuals which gave me a bigger audience for my campaign, gathering support from people across the country. I'm hoping to get a book on my life story printed in the new year to help professionals, particularly policy makers, in deciding what can better the system for young people in care. I'm also hoping to delivery training I've developed on being in care and LGBT.

I've gained an insight into how the professional world of health, social care and justice works. I've learnt all about co production and how embedding it in society can lead to some amazing work. I've learnt skills like how to work with others and how to work from home too! Going to the Home Office was probably my biggest highlight.

Peer Power will always have a special place in my heart due to the sheer amount of support Anne Marie and the team have provided. Everything from visiting me in hospital when I was unwell to helping me with the heating when my radiator broke, Peer Power are like an extended family. They've opened doors for me and been there when I need someone to talk to.

OUR IMPACT

INDIVIDUAL CHANGE

Peer Power Experts aim to influence and impact the sector through system change, but also, as an organisation rooted in relationships and empathy, it is important to understand the impact of this work on the young people.

Of the Peer Power Experts engaged in 2020, all had experienced three or more of the following and 58% had experienced four or more:

Secure Settings (health, welfare or justice)
Youth Justice (community)
Children/Youth Social Care Services ('Looked After')
Children/Youth Mental Health Services (CAMHS/Forensic CAMHS)
School Exclusion (primary, secondary, alternative education provision)

Recurring themes from our evaluation highlight self-reported increase in skills developed through training and opportunities, and also improvements in 'soft' skills, including confidence and emotional support have clearly played a part in young partners journey's with Peer Power.

- Financial independence
- Increased confidence
- Practical skills and planning
- Increased aspirations
- Improved emotional wellbeing
- Positive feedback from external and internal partners

HERE'S WHAT SOME OF OUR YOUNG PARTNERS TOLD US ABOUT THEIR JOURNEY:

> Having access to a range of opportunities from the Young Campaigners project to delivering training and being involved in Peer Power Expert work really helped develop my skills and boost motivation for each side of the work.

> Peer Power has elevated me mentally through multiple terrific training sessions and emotionally assisted me through challenges I faced with my own campaign and personal life. They took a genuine interest in my well being and I am truly grateful.

> I'm proud of all the opportunities I've been a part of. Hopefully my input has made a difference to people around me.

> Now I have high aspirations that I've only developed in the past couple of months since joining. I have also personally become better at working towards my goal of financial independence and have constructed goals for myself reaching into 5, even 10 year time spaces.

> My journey at Peer Power has been welcoming and I feel comfortable sharing my story. I'm able to connect with other people who have similar stories and it has helped me develop as a person, being more confident.

> I really enjoy the work we do with professionals, I like having my voice and opinions heard.

> Before, I felt like I was wasting my life and my talents away and that I had no purpose or role in life that I actually enjoyed. I am so grateful for Peer Power and the opportunity they have awarded me, as it has changed my life. Without Peer Power I don't think I would have seen a point in trying for my redo exams this year, everything seemed futile and pointless.

> Involvement with Peer Power has helped me with time keeping and self motivation. Also empathy – just seeing it from different perspectives, seeing different life experiences helps me understand. I've learnt to not put too much pressure on myself and to look at the little things. Not trying to burn out.

OUR IMPACT

SYSTEM CHANGE

Our vision is to create system change, and to do so we contribute to reports and events that we know will lead to tangible change as a result of our involvement. Highlights of this work in 2020 included:

- workshops with The Tudor Trust, and Ellis Campbell Charitable Trust supporting lived experience insight into grant making.
- Peer Power Experts engaging with the national Managed Clinical Advisory Group meetings throughout the year, developing work with practitioners working in children and young people's secure settings and co-designing priorities for the coming year.
- Workshop on participatory practice to practitioners working in health and justice settings across London.
- Peer Power Experts presented to the National Local Government Association to 350 professionals working in Local Authority services such as social care, health and justice on the importance of listening and acting on the views of young people, and the impact of the Covid-19 pandemic on young people accessing services.

CO-PRODUCTION AND EMPATHY TRAINING

In 2020, young partners began co-creating training for their peers and professionals on Co-Production and on Empathy. They identified a need for knowledge on these subjects in order to create system change in health, social care and justice services. We designed and delivered a digital (via Zoom) and experiential co-production training, with follow up coaching to three secure settings across England, and to a range of professionals. Training and Coaching with Professionals were led by young partners.

The training development is funded by Act for Change, which is a joint initiative between Paul Hamlyn Foundation and Esmee Fairbairn Foundation in partnership with the National Lottery Community Fund, with grants awarded on behalf of the #iwill Fund

Peer Power's CEO, Anne-Marie Douglas, also regularly contributes to sector events, sessions and reports – this year including:

- Part of the judging panel for the Children and Young People Now Awards.
- Produced and recorded a programme for Radio 4's Four Thought Series; The Empathy Equation, discussing her own experience of empathy infused services and why we need to see more of them.
- Keynote speech at the Annual Street Doctors Trainee event.
- Spoke at the Credible Messenger annual event, New York City Probation.
- Spoke at UK Youth National Programmes staff event

> "It's not the typically type of training you get, it's actually learning by doing – out of comfort zones"
>
> PEER POWER EXPERT

AWARDS

- **PEER POWER RECEIVED A COMMENDATION FOR 'GETTING IT RIGHT', OUR LIAISON AND DIVERSION WORK WITH NHSE IN THE HOWARD LEAGUE COMMUNITY AWARDS**
- **PEER POWER WERE NOMINATED AS FINALISTS FOR THE YOUTH JUSTICE CATEGORY OF THIS YEAR'S PRESTIGIOUS CHILDREN AND YOUNG PEOPLE NOW AWARDS**
- **YOUNG PARTNERS HAVE ACHIEVED 36 AQA ACCREDITED MODULES THAT INCLUDE: Emotional Wellbeing, Facilitation Skills and Workshop Delivery, Public Speaking, Research and Presentation and Understanding each other using empathy and honesty.**

LOOKING FORWARD

ORGANISATIONAL DEVELOPMENT

Over the year, we set several goals for 2020-2021, including developing our Peer Power model to include training packages, supporting young partners in leading their own agenda, and developing our therapeutic offer. Though our planned work on communications was delayed, we made progress in developing a communications strategy, developing work with young partners about consent in communications and we secured income for a brand refresh and new website for 2021.

We have committed to anti-racist and anti-oppressive practice through our business plan and through deep work internally, we will influence externally.

Our Board of Trustees continued to meet with regular meetings through Covid-19 pandemic, and provided stability and support through an exceptionally difficult time for all of us.

IN 2021

IN PARTNERSHIP WITH YOUNG PEOPLE, WE WILL:

Further develop our co-designed training offer: In 2020, Young Partners designed, developed and piloted training sessions in Co-Production and Empathy, so that they can train both professionals and peers in social care, health and justice systems. In 2021 we will refine and brand the training sessions, so that we can increase our impact and reach in the coming years.

Increase young partner involvement across the charity: We will increase the involvement of young partners at operations level through formalising Shared Decision Making across the organisation, and at Governance level through sub-committees in fundraising, legal and communications functions. We will increase employment of young people in the charity.

Develop our Peer to Professional offer: Young people in secure and community settings can co-design packages of support that will help them with moving toward realising their dreams, and we will develop clear progression and qualification routes internally for young partners working with Peer Power.

FOR OUR ORGANISATION WE WILL:

Develop our work on anti-racist practice and anti-oppressive practice: we will co-create and embed anti-racist and anti-oppressive practice across our organisation through our business planning, through our induction and training, policy and practice areas, and we will extend this learning to our external partners.

Develop our communications function across the organisation: we will embed our communications function within youth engagement delivery, co-design our brand through a brand refresh and updated website, and support young partners with communications to support their campaigns and interests. We will improve the way we communicate about our impact.

Build a stable infrastructure and reserves: we will further diversify our income streams through increasing public fundraising income, trusts and foundations income, contracted work and sales income through the development of training packages that can be delivered in person and digitally.

OUR SUPPORTERS

THANK YOU TO ALL OUR INCREDIBLE PARTNERS AND SUPPORTERS

THANK YOU TO THE INDIVIDUAL DONORS THAT HAVE SUPPORTED OUR WORK.

AND TO THE YOUNG PARTNERS INVOLVED WITH PEER POWER.

Your commitment to creating positive change, for each other and within the system, has made Peer Power the organisation it is today.

TRUSTEES' ANNUAL REPORT

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 March 2021. The Trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in January 2015.

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

Peer Power Youth (also known as 'Peer Power') is a Charitable Incorporated Organisation (CIO) registered under the charity number 1167758. It is governed by the CIO Constitution which sets out the charity's objects and how it is to be administered.

APPOINTMENT OF TRUSTEES

Peer Power Trustees are appointed based on the skills they bring to the organisation and their ability to offer an independent opinion on the organisation's strategy and operations. Peer Power ensures it reaches a wide and diverse pool of talent and skills to support the charity through targeted advertising into skills groups required and to under-represented groups.

Board members are appointed after a skills evaluation by incumbent Board members and CEO and upon receipt of CV, interview, references and DBS Check. The final decision is made by the Board. New Trustees must complete safeguarding training, and Trustee induction training.

Peer Power has received support from Peridot Partners to recruit our new Chair. Peridot seek authentic, liberated leaders who are inspired by societal change. Young partners were involved alongside the CEO and the outgoing Chair Julie Fox, in what was a thorough recruitment process from scoring applications, to interviewing and final decision making.

PEER POWER STAFF AND GOVERNANCE

Between 1 April 2020 and 31 March 2021 Peer Power employed:

- Chief Executive Officer – 1.0 FTE
- Deputy Chief Executive Officer/Head of Programmes – 0.5 FTE
- Head of Finance – 0.5 FTE
- Office Manager – 0.8FTE
- Youth Engagement and CoProduction Manager – 1.0 FTE
- Youth Engagement and CoProduction Manager – 0.86 FTE
- Peer Engagement Worker – 0.8 FTE

The staff team is supported by a Board of Trustees and a wider Advisory Board of 12 people made up of senior professionals, youth justice academics and young professionals with lived and learned experience. They are joined by teenagers and young adults involved with Peer Power at each meeting

MANAGEMENT

The Board of Trustees governs the charity, meeting on a quarterly basis in person, and bi-monthly Zoom meetings. Since the March Covid-19 lockdown meetings have been conducted via video-conferencing.

The Trustees appoint the Chief Executive who oversees the day-to-day operation of Peer Power. A number of advisory sub-committees to undertake more detailed work. The full Board remains the ultimate decision-making body for Peer Power.

The subcommittees include:

- Communications and Fundraising
- HR and remuneration
- Legal and Governance
- Finance

A handbook has been developed for Trustees. This outlines their responsibilities, provides governing documents, individual biographies, sub-committee details, role descriptions, policies, guidance and a glossary. In addition, in 2020 a skills audit was conducted where gaps in the trustees' expertise were identified. To address this, a series of sessions were planned for 2021/2022 where individual trustees were to conduct training, providing the board with knowledge of good practice in areas relevant to the charity's work.

EQUALITY AND DIVERSITY

Peer Power wholeheartedly supports the principles of equality and diversity in all aspects of the organisations' operations. We encourage, value and manage diversity and recognise there are moral, social and legal reasons for promoting such practice. We live these values through the recruitment and selection of staff, the development of organisational policies, for example ensuring that they are inclusive and reviewing them so that they are developed through an intersectional and anti-oppression lens as well as through our wider responsibility to beneficiaries of our work. We ensure that staff and young partners are included in decisions that affect them to ensure that all voices are heard and foster a sense of belonging in the organisation.

The responsibility for the implementation of our Equality and Diversity Policy sits with our CEO with regular oversight and monitoring by the Trustee Board, and a commitment from all staff to comply with the policy. In 2020 we begin our work internally on anti-racism, and this is set out as one of our business objectives for the the next three years.

FINANCIAL REVIEW

Peer Power had a strong financial year, outperforming our original budget of £372,303 by 40% to £520,571. This is an increase from 2018/2019 of 70%. We had a total expenditure of £355,253 – against budgeted £366,068. We spent £5,636 on raising funds and £349,617 on charitable activities.

RESERVES POLICY

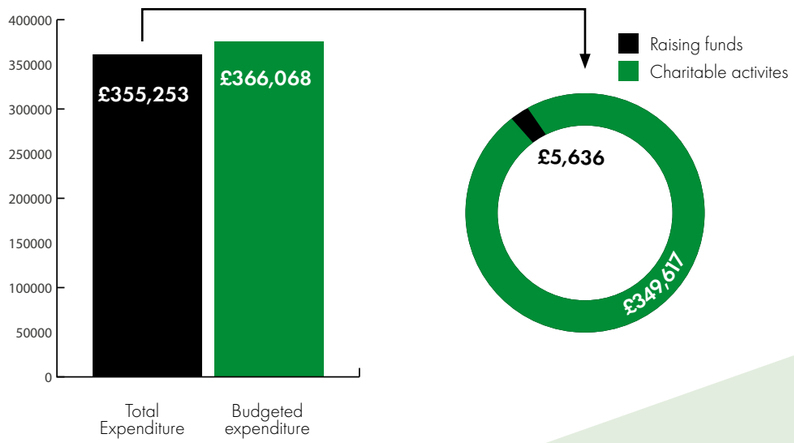
Total funds held at the end of the period were £334,192 of which £261,816 were restricted reserves and not available for the general purposes of the charity.

Peer Power holds general reserves to provide cover for unexpected changes in income and expenditure, allowing the continuation of key activities in the event of:

- a temporary loss of income
- a permanent fall in income, giving time to adjust our cost base or adjust our business model
- incurring a one-off unplanned cost not covered by existing funding

Holding general reserves also enables us to invest in new opportunities that help us to achieve our goals.

As of March 2021, the free reserves of Peer Power were £36,904. Our reserves policy was reviewed in July 2020 to reassess the risks associated with our income and expenditure profile and identify any changes needed to our reserves policy given the organisation's growth and operating context. Our aim will now be to hold free reserves equivalent to 3-6 months of operating costs.



RISK MANAGEMENT

Peer Power has undertaken a review of the main risks to the organisation and established mitigating actions undertaken to minimise those issues. The CEO and leadership team are responsible for implementing the mitigating actions and reporting back regularly to the Board, on areas such as financial sustainability, including the impact of the Covid-19 pandemic, governance, safeguarding and health and safety. Although risk can never be eliminated, it can be reduced by careful planning and preparation.

FINANCIAL SUSTAINABILITY

We carefully manage our finances and relationships with funders to develop strong multi-year funding relationships and manage growth carefully to align with our fundraising pipeline. We will ensure that we have a diverse income generation strategy to manage and fluctuations in income and the impact of the Covid-19 pandemic and Brexit on fundraising and public giving.

We moved offices as we found a nearby office at the same size for a third of the cost of our previous office rent.

Although delivery of our work was impacted in many ways from the Covid-19 pandemic, demand for our work continued. In 2020 we received funds to support our work responding to the pandemic, and we were successful in application:

- To The Tudor Trust for continuation funding of a part time Head of Finance for three years
- for youth voice and influence projects in two Secure Children's Homes in the South East
- for youth voice and influence projects for health and justice settings across London
- for youth voice and influence for the NHSEI London Violence Reduction services for young people
- For a co-creation and participation in the youth justice sector project with the Youth Justice Board for England and Wales

GOVERNANCE AND MANAGEMENT

Governance processes are in place to ensure legal compliance and internal controls. Trustees undertook a detailed review of all safeguarding, health and safety, financial and HR systems and procedures during 2021/2022 and are currently implementing resulting actions.

HEALTH AND SAFETY

The health and safety of the young people, as well as our staff and supporters is paramount and we regularly review our policies and procedures to ensure a healthy working environment.

WELLBEING

The wellbeing and mental health of our young partners, staff, volunteers and supporters is extremely important to our mission and objective. To mitigate this risk we have regular wellbeing check-ins for staff, young partners and trustees, provide a Headspace subscription, and are seeking funding for a clinical supervisor and therapists to further embed this work.

CHANGES TO LAW AND REGULATION

Our operations are impacted by many areas of regulation including safeguarding, health and safety, fundraising, justice, health and charity regulation. We regularly update and review our practices to ensure best practice and legal compliance

SAFEGUARDING

Peer Power Youth seeks to provide an environment where everyone can work safely, and children, young people and adults at risk can engage with the charity's activities and enjoy programmes provided through the work of the Charity or in partnership with other agencies and/or community voluntary sector organisations.

It is the policy of Peer Power Youth to safeguard the welfare of children, young people and adults at risk involved in the work we do by protecting them from neglect, physical, sexual or emotional abuse.

It is also Peer Power Youth's policy to provide those working for or with the charity with a framework to operate within to keep everyone who is engaged in the Charity's activities safe. We follow safe recruitment practices, ensuring that all staff, apprentices, trustees, consultants and volunteers (legally responsible adults) working with children, young people or adults at risk: are carefully selected, are checked by the Disclosure and Barring Service, have two appropriate references and understand and accept their responsibility for the safety of children, young people and adults at risk in their care. We also provide Safeguarding Training to all new staff, following our Safeguarding Policy. Safeguarding for the charity ultimately responsible for the implementation of the Charity's Safeguarding Policy and Procedures. The Leadership Team will ensure the policy and its accompanying procedures and practice guidelines are implemented across their geographical and functional areas of responsibility.

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty in section 4 of the Charities Act 2006 to have due regard to public benefit guidance published by the Charity Commission in determining the activities undertaken by the Charity. The following sections demonstrate our provision of public benefit:

HISTORY OF THE ORGANISATION

Peer Power is an exciting, young, national social justice charity that promotes empathy towards children, teenagers and young adults within systems that don't always support them well. It was founded by Anne-Marie Douglas, together with an Advisory Board of young people with lived experience (of justice, health and social care), academics and professionals in the voluntary and statutory sectors. It was founded because of Anne-Marie's belief in, and personal experience of, trauma peer-support services and empathy, and because through her work she had found that the experiences and views of young people nationally were not being meaningfully involved in systems there to support them.

The organisation was originally constituted as 'Peer Power YJ' in 2015 as a Company Limited by Guarantee (Company registration number 09328982) and operated until December 2016.

Peer Power Youth was registered as a Charitable Incorporated Organisation (CIO) with the Charity Commission (Charity Registration number 1167758) in June 2016 and began its charitable activities from 1 January 2017. The resources of Peer Power YJ were transferred to Peer Power Youth as a donation on 1 January 2017.

CHARITABLE OBJECTIVES

To support the advancement in life and relieve the needs of children and young people (predominantly aged 10-25) – including, and in particular, those who are disadvantaged and have experienced youth justice and/or care services – by providing support and activities which develop their strengths, skills, capacities and capabilities:

- to enable them to participate in society as mature and responsible individuals,
- to help tackle social problems affecting them and their peers, particularly emotional and mental health issues, which can have consequences including substance misuse, homelessness, repeat offending and unemployment; and
- to improve the effectiveness of services provided for such young people.

PUBLIC BENEFIT OUTCOMES: RELATED TO THE CHARITY'S AIMS

Peer Power empowers children and young people. We create platforms for the voices of those with lived experience of the issues they want to tackle, through storytelling and peer engagement, to improve empathy, public perception and understanding, care and compassion for those who rarely have a stake in society. We collaborate and work in partnership with a wide range of professionals and organisations to develop higher standards of empathy, inclusion, diversity, and whole system transformation.

Peer Power is distinctive in that it involves young people in decision-making at all levels of the organisation, and it always has. All work is peer-led and designed in partnership with young people with lived experience of the issues they seek to campaign about. Young people input regularly into the development of the charity, from determining priorities and values, to planning events and feeding into recruitment. A third of our governing advisory group are young adults with recent experience of social care, justice, and health agencies and we have two young Trustees.

Our initial goals and mission were decided together with young people, based on what they said would make a difference to them, and one of our longer-term goals is that young adults will lead the organisation.

LEGAL AND ADMINISTRATIVE DETAILS

TRUSTEES/DIRECTORS OF THE CHARITY AND COMPANY

Julie Fox (Chair to June 2021)

Dame Lorna Boreland-Kelly (Chair from June 2021-present)

Summer Nisar

Elena Laguna

Imogen Pursch

Sarah Jones (Treasurer)

Jeffrey Wotherspoon

Annie Morris

Alex Lloyd

Kristin Barker

Rebecca Olokun

Alice Olafare-Abiwon

Nicola Gilbert

Alice Mensah

BANKERS	Barclays Metro Bank Plc, One Southampton Row, London, WC1B 5HA
REGISTERED CHARITY NUMBER	1167758
ADDRESS	Peer Power Youth Vauxhall Gardens Community Centre 5 Glasshouse Walk Vauxhall London SE11 5ES
ACCOUNTANT	BJ Demidoff & Sons 47 Mangold Way Erith, Kent DA18 4DA

PEER POWER YOUTH FINANCIAL STATEMENTS 1 APRIL 2020 – 31 MARCH 2021

Peer Power Youth (A Charitable Incorporated Organisation)
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED March 2021

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
INCOMING RESOURCES					
Donations		7,301	0	7,301	319
Charitable Activities	2				
Events		18,555	0	18,555	12,132
Grants, Trusts and Foundations		100,990	393,726	494,716	293,326
Total Incoming resources		126,846	393,726	520,571	305,776
EXPENDITURE					
Costs of generating funds					
Raising funds		5,636	0	5,636	4,131
Charitable Activities					
Events		12,510	0	12,510	7,827
Grants, Trusts and Foundations		91,918	245,188	337,106	165,656
Total Expenditure		110,065	245,188	355,253	177,615
Net incoming/(outgoing)resources before transfers		16,781	148,538	165,319	128,161
Net movement of funds		16,781	148,538	165,319	128,161
Total funds at 1 April 2020		55,596	113,279	168,875	40,713
Total funds at 31 March 2021		72,377	261,817	334,194	168,874

Peer Power Youth (A Charitable Incorporated Organisation)
BALANCE SHEET AS AT 31 MARCH 2021

	Notes	2021	2020
CURRENT ASSETS			
Cash at bank & in hand		321,581	196,561
Debtors & Prepayments	6	18,522	11,978
		340,103	208,539
CREDITORS: Amounts falling due within one year	7	(5,910)	(39,666)
NET CURRENT ASSETS		334,192	168,874
TOTAL ASSETS LESS CURRENT LIABILITIES		334,192	168,874
THE FUNDS OF THE CHARITY			
Restricted funds	10	261,816	113,278
Unrestricted funds:			
Designated funds	10	35,473	35,030
General funds	10	36,904	20,566
TOTAL FUNDS		334,192	168,874

The directors and trustees consider that the charitable company is entitled to exemption from the requirement to have an audit under the provisions of Section 477 of the Companies Act 2006 and the members have not required the company to obtain an audit for the year in question in accordance with section 476 of the Companies Act 2006.

The trustees and directors acknowledge their responsibilities for;

a) Ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and;

b) Preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year and of its surplus or deficit for the financial year in accordance with the requirements of Sections 394 and 395 of the Companies Act 2006 and Charities Act 2011 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions applicable to small companies within Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015). Approved by the Trustee Board on and signed on their behalf by:



Chair, Julie Fox
Charity Registration Number 1167758

Peer Power Youth (A Charitable Incorporated Organisation)
STATEMENT OF CASH FLOW

	Total Funds 2021 £	Total Funds 2020 £
NET CASH PROVIDED BY/(USED IN) OPERATING ACTIVITIES	125,019	34,488
Cash and cash equivalents at the beginning of the reporting period	196,562	162,074
Cash and cash equivalents at the end of the reporting period	321,582	196,562
Reconciliation of net cash flow income/(expenditure) to net from operating activities		
NET INCOME FOR THE REPORTING PERIOD (AS PER THE STATEMENT OF FINANCIAL ACTIVITIES)	165,319	128,161
Adjustment for: Decrease/(increase) in debtors	(6,544)	(11,728)
(Decrease)/increase in creditors	(33,755)	(81,945)
Net cash provided by operating activities	125,019	34,488
ANALYSIS OF CASH AND CASH EQUIVALENTS		
Cash at bank and in hand		
Total cash and cash equivalents	321,581	196,561

Peer Power Youth (A Charitable Incorporated Organisation)
NOTES TO THE FINANCIAL ACCOUNTS
FOR THE YEAR ENDED 31 March 2021

1. ACCOUNTING POLICIES

1.1 Basis of preparation of financial statements

The statements have been prepared in accordance with Accounting and Reporting by Charities Statement of Recommended Practice applicable to charities preparing their accounts in accordance with Financial Reporting Standard applicable in the UK and Republic Ireland (FRS 102) issued on 16 July 2014 and with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006 and the Charities Act 2011.

The charity is the parent undertaking of a small group and as such is not required to prepare group accounts.

The financial statements therefore present information about the charity as an individual undertaking and not about its group.

1.2 Going Concern

There are no material uncertainties about the charity's ability to continue.

1.3 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period.

1.4 Material prior years errors

No material prior year errors have been identified in the reporting period.

1.5 Income recognition

Items of income are recognised and included in the Statement of Financial Activities (SoFA) when all the following criteria are met;

- the Charity has entitlement to the funds and resources;
- any performance conditions attached to the item of income has been met or fully within the control of the charity;
- there is sufficient certainty that receipt of the income is considered probable; and
- the amount can be measured reliably.

There has been no offsetting of assets and liabilities, or income and expenditure, unless required or permitted by FRS 102 SORP or FRS 102.

Grants and donations are only included in the SoFA when the general income recognition criteria are met.

In the case of performance related grants, income is only recognised to the extent that the charity has provided the specific goods or services in accordance with the performance related conditions.

1.6 Charitable expenditure and liabilities

Charitable expenditure includes all expenditure directly related to the objects of the charity.

This includes support costs, which are the staffing and associated costs of supporting, monitoring and evaluating the work of the charity.

Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.6.1 Liability recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

1.6.2 Governance and support costs

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

1.6.3 Deferred Income

Deferred income has been included in the accounts in accordance with the period to which it relates.

1.6.4 Creditors

The charity has creditors which are measured at settlement amounts less any trade discounts.

1.6.5 Provisions for liabilities

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

1.6.6 Basic financial instruments

The charity accounts for financial instruments on initial recognition as per paragraph 10.7 FRS 102 SORP, subsequent measurement is per paragraphs 11.7 to 11.9 FRS 102 SORP.

1.1 Assets

1.1.1 Investments

Fixed assets investments are stated at cost less impairment.

1.1.2 Debtors

Debtors are measured on initial recognition at settlement amount. Subsequently, they are measured at the cash or other consideration expected to be received.

1.1.3 Cash and cash equivalents

Cash and cash equivalents are represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours.

1.2 Funds

Funds held by the charity are either:

1.2.1 Unrestricted general funds

These funds which can be used in accordance with the charitable objects at the discretion of the trustees.

1.2.2 Restricted funds

These are funds that can be used for particular restricted purposes within the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

2. ANALYSIS OF INCOMING RESOURCES

	Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
CHARITABLE ACTIVITIES GRANTS, TRUSTS AND FOUNDATIONS				
Blagrave Trust	-	45,848	45,848	35,848
Centre for Mental Health	7,990	-	7,990	2,367
City Bridge Trust	-	21,921	21,921	0
Criminal Justice Alliance	2,000	-	2,000	0
Esmee Fairbarn	69,000	-	69,000	52,000
GML Limited	20,000	-	20,000	0
Cripplegate Foundation	-	-	0	148
Joseph Levy Foundation	-	9,980	9,980	0
London Comm Foundation	-	4,972	4,972	0
NHS England (NHS 20/21)	-	88,612	88,612	86,580
NHS England (VRU)		79,947	79,947	0
NHS NEL Healthcare Consulting	-	-	0	5,886
Paul Hamlyn Foundation	-	91,500	91,500	66,538
Sound Delivery Ltd	-	-	0	180
The Pimlico Million	-	-	0	1,355
The Stephen Lawrence Charitable Trust	-	-	0	2,000
Tudor Trust	2,000	30,000	32,000	40,425
Youth Justice Board	-	20,946	20,946	0
OTHER INCOME				
Events	18,555	0	18,555	12,132
Total Charitable Activities	**119,545**	**393,726**	**513,270**	**305,457**
TOTAL INCOMING RESOURCES	**126,846**	**393,726**	**520,571**	**305,776**

3. STAFF COSTS & TRUSTEES RENUMERATION

	2021 £	2020 £
Salaries and wages	261,533	100,519
National Insurance contributions	16,188	8,905
Pension costs	3,512	2,501
Staff recuitment	753	930
	281,987	**112,855**

The average headcount during the reporting period was 15.

No employees received employee benefits (excluding employer pension costs) of more than £60,000.

The total of employee benefits received by trustees and its key management personnel for their services to the charity was £82,687.

The trustees received no remuneration during the year.

4. MOVEMENT IN TOTAL FUNDS FOR THE YEAR; These are stated after charging

	2021 £	2020 £
Independent Examiner's remuneration	250	250
Annual accounts Preparation	450	450
	700	**700**

5. TAXATION

No taxation has been provided for in the Financial Statements as the income of the Charity is exempt from income and corporation taxes, under Section 505 of the Taxes Act 1988 and Section 252 of the Taxation of Chargeable gains Act 1992 as it has been applied for the charitable objects of the company. Irrecoverable VAT has been charged to the relevant expenditure headings within the Financial Statements.

Peer Power Youth (a Charitable Incorporated Organisation) NOTES TO THE FINANCIAL ACCOUNTS FOR THE YEAR ENDED MARCH 2021

6. DEBTORS:

	2021 £	2020 £
Trade Debtors	18,330	4,528
Prepayments	192	7,450
	18,522	**11,978**

7. CREDITORS: Amounts falling due within one year

	2021 £	2020 £
Accruals & creditors	700	5,303
Taxation & social security	5,210	6,081
Grants received in advance (see below)	0	28,282
	5,910	**39,666**

There were no deferred income (Grants received in advance) for the year ending 31st March 2021

8. ANALYSIS OF EXPENDITURE (CURRENT YEAR)

CHARITABLE ACTIVITIES	Staff Costs (Note 3)	Direct Costs	Core Costs	Sub Total	Support Costs	Governance	Total expenditure 2021
Raising funds	-	5,636	-	5,636	-	-	5,636
Events	11,870	640	-	12,510	-	-	12,510
Act 4 Change	28,640	90	-	28,730	5,350	980	35,061
Blagrave Trust	40,894	6,785	-	47,678	7,640	1,400	56,718
Centre For Mental Health	-	2,304	-	2,304	-	-	2,304
City Bridge Trust	11,696	-	-	11,696	2,185	400	14,282
Esmee	46,557	(1,000)	-	45,557	8,698	1,594	55,849
Joseph Levy Foundation	163	-	-	163	30	6	199
NHS 20/21	60,557	17,297	-	77,855	11,313	2,073	91,241
NHS SE Commissioning	2,010	-	-	2,010	375	69	2,454
NHS VRU (Violence Reduction Unit)	5,094	1,006	-	6,100	952	174	7,226
Paul Hamlyn	25,936	400	-	26,336	4,845	888	32,070
PTP - Peer To Professional	194	-	-	194	36	7	236
Tudor	23,881	3,000	-	26,881	4,461	818	32,160
YJB	1,886	5,005	-	6,891	352	65	7,307
Governance	-	8,473	-	8,473	-	(8,473)	-
Support Costs	22,609	-	23,630	46,239	(46,239)		-
2021 Total	281,987	49,636	23,630	355,253	0	0	355,253

8. a) ANALYSIS OF EXPENDITURE (PRIOR YEAR)

CHARITABLE ACTIVITIES	Staff Costs (Note 3)	Direct Costs	Core Costs	Sub Total	Support Costs	Governance	Total expenditure 2021
Raising funds	-	4,131		4,131	-	-	4,131
Act 4 Change & Islington YOT	2,372	-572		1,800	138	1	1,939
Blagrave Trust	-	4,663		4,663	-	-	4,663
Centre For Mental Health	63	-		63	-	-	63
CYPSS & RCPCH	1,543	4,343		5,886	-	-	5,886
Esmee	33,359	4,726		38,085	1,372	13	39,470
NHS 18/19	35,325	31,005		66,330	11,459	109	77,897
Tudor	23,276	9,565		32,842	1,527	15	34,383
Westminster	575	780		1,355	-	-	1,355
Events	3,648	3,760		7,408	416	4	7,827
Governance	-	142		142	-	(142)	-
Support Costs	11,763	36	3,113	14,911	(14,911)		-
2021 Total	111,924	62,578	3,113	177,615	-	-	177,615

9. GENERAL FUNDS

	2021 £	2020 £
Opening Balance at 1 April 2020	168,875	40,713
Net incoming resources for the year	165,319	128,161
Closing balance at 31 March 2021	**334,193**	**168,875**

10. FUND ANALYSIS

	01 Apr 2020 £	Incoming Resources £	Outgoing Resources £	31 Mar 2021 £
INCOME ARISING FROM CHARITABLE ACTIVITIES				
Act 4 Change	34,738	61,500	28,730	67,508
Blagrave Trust Opportunity Fund	31,332	45,848	47,678	29,502
Centre for Mental Health	2,304		2,304	0
City Bridge Trust	-	21,921	16,081	5,840
Joseph Levy Foundation	-	9,980	1,243	8,737
NHS England (London)	8,683	88,612	77,855	19,440
NHS England (VRU)	-	79,947	10,996	68,951
Paul Hamlyn Foundation	30,000	30,000	26,336	33,664
PTP - Peer To Professional	-	4,972	194	4,779
Tudor Trust	6,221	30,000	26,881	9,340
Youth Justice Board	-	20,946	6,891	14,055
Total Restricted Funds	**113,278**	**393,726**	**245,188**	**261,816**
UNRESTRICTED FUNDS				
Designated Funds				
Esmee Fairbairn	35,030	46,000	45,557	35,473
General purposes fund	20,566	80,846	64,508	36,904
Total Unrestricted Funds	**55,596**	**126,846**	**110,065**	**72,377**
TOTAL FUNDS	**168,874**	**520,571**	**355,253**	**334,192**

a) DESIGNATED FUNDS

Esmée Fairbairn	This represents funding towards CEO salary.

b) RESTRICTED FUNDS

NHS England (London region)	Delivery of a Patient and Public Voice contract for children, teenagers and young adults who have experienced health and justice services.
NHS NEL Healthcare Consulting	Funding received for involvement in the 2019 refresh of Healthcare Standards for Children and Young People in Secure Settings (CYPSS).
Act for Change Fund	This youth led project to develop training for peers and professionals is a joint initative funded by the Paul Hamlyn Foundation and Esmee Fairbairn Foundation, in partnership with the National Lottery Community Fund, on behalf of #iwill fund.
Centre for Mental Health	This project supported the involvement of young people in the Clinical Managed Advisory Group – Secure settings.
Theory of Change Project	Funded by Esmée Fairbairn Foundation as part of their 'Grants Plus' offer to grantees, this funded the co-creation of Peer Power's Theory of Change model.
Blagrave Trust/Paul Hamyn Foundation to 'Opportunity Fund' Pilot	This project is funded by Blagrave Trust and Paul Hamlyn Foundation to provide direct funding Young Campaigners to develop their own campaigns with holistic support from Peer Power.
Tudor Trust	This project is funded by Tudor Trust to fund staffing post of Head of Finance and Operations.

11. RELATED PARTIES TRANSACTIONS

The charity is controlled by its trustees, who are directors of the company.
There were no trustee expense claims during the year and no other transactions with related parties were undertaken such are required to be disclosed under Financial Reporting Standards 8.

REFERENCE AND ADMINISTRATIVE INFORMATION

The Charity is a Public Benefit Entity

COMPANY NUMBER	CE007587
COUNTRY OF INCORPORATION	United Kingdom
CHARITY NUMBER	1167758
COUNTRY OF REGISTRATION	England & Wales

REGISTERED OFFICE AND OPERATIONAL ADDRESS

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Accountant
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