



Impetus Annual Report 2023–24

Annual Report and consolidated financial statements
for the period 01 April 2023–31 March 2024





Reference and administrative details

Impetus – The Private Equity Foundation (Impetus) is a company limited by guarantee (number 08460519) and a registered charity (number 1152262).

Trustees:

Hanneke Smits (Chair)
Alexander Walsh (appointed May 2023)
Andy Thoms
Bill Benjamin
Charlie Edwards
Filippo Cardini
Joseph Schull (resigned December 2023)
Lisa Stone
Natasha Porter
Robert Ramsauer (resigned May 2023)
Rohan Haldea (resigned July 2024)
Sat Singh
Shani Zindel
Arnaud Bosquet (appointed June 2024)
Christian Lucas (appointed June 2024)

Registered Office:

Golden Cross House
8 Duncannon Street
London WC2N 4JF

Auditors:

Haysmacintyre LLP
10 Queen Street Place
London, EC4R 1AG

Primary Banker:

NatWest
127-128 High Holborn
London, WC1V 6PQ

Investment Managers:

Goldman Sachs International
Plumtree Court
25 Shoe Lane
London, EC4A 4AU

Committees

Investment

(Shani Zindel (Chair), Filippo Cardini, Sat Singh, Marc Henckel, Chris Murray, Gemma Wright)

Governance and Nominations

(Hanneke Smits (Chair), Sat Singh, Lisa Stone, Filippo Cardini)

Resources and Audit

(Bill Benjamin (Chair), David Bholat, Mike Garland, Andy Thoms and Xavier Woodward)

Public Affairs

(Natasha Porter (Chair), Sam Freedman, Jonathon Simons, Jason Arthur)

Philanthropy and Partnerships

(Charlie Edwards (Chair) Rob Pulford and Alexander Walsh)

Digital

(Andy Thoms (Chair), Alex Lloyd Hunter, Alexandra Willis, Berry Cochrane, Fernanda Munhoz, Russell Cleave)

Contents

Part 1: Introduction

- 6 About Impetus
- 8 Our values
- 9 Chair's introduction
- 11 YEF introduction
- 12 Trustees' report
- 13 Aims and objectives
- 15 21 years of impact
- 17 Report

Part 2: Report

- 18 Charity investments
- 19 Our charity partners
- 25 Race equity and inclusion
- 26 Philanthropy and partnerships
- 29 Influencing the public agenda
- 33 Raising our profile
- 34 Digital and knowledge management
- 35 Our people
- 37 Our new 2024–2028 strategy
- 39 Financial performance
- 41 Reserves and reserves policy
- 43 Structure, governance and management
- 48 Statement of Trustees' responsibilities
- 49 Independent auditor's report to the members of Impetus – The Private Equity Foundation

Part 3: Accounts

- 52 Accounts
- 53 Group financial statements

1

INTRODUCTION

About Impetus

Impetus transforms the lives of young people from disadvantaged backgrounds by ensuring they get the right support to succeed in school, in work and in life.

As a leading impact funder, we find and build the most promising charities working with these young people, providing them with unrestricted funding and working shoulder to shoulder with their leaders to help them become **stronger, better and bigger** organisations.

We work with our charities for the long haul because our experience shows us that building organisations that have real and scalable impact and are delivering robust outcomes for young people takes years of intensive support, and long-term unrestricted funding.

We partner with other funders to help our charities expand, and we influence policy and decision makers to fund evidence-backed, impact-led interventions so that all young people get the support they need.

For 21 years we have applied our unique model to helping our charities, focusing on outcomes that are proven to make the biggest impact on young people's lives, supporting them to achieve age-expected SATS at 11, GCSE English and maths (grades 9-4) by 19 and then to access university or sustained employment.

But young people's needs are constantly evolving; the pandemic hit hard and its legacy

is still playing out. Young people are coming to our organisations in greater numbers, with greater challenges, struggling with their mental health and the cost-of-living crisis.

Our 2020–24 strategy focused on influence, impact and sustainability, and saw us embark on a multi-fund model to build on our strengths and achieve greater scale and sustainability. And in the wake of the pandemic, we committed to bringing geography and race equity alongside socio-economic background into our investment criteria, launching two bespoke funds – the [Engage fund](#), supporting young people excluded or at risk of exclusion from mainstream education, and the [Connect Fund](#), focused on decreasing the employment gap faced by ethnic minority young people.

The funds are now firmly embedded in the organisation and progressing well.

In 2022–23 we met our objectives of investing in four new charities, increasing grant spend and raising our profile to influence the development of party manifestos. We continued to build digital foundations to improve systems and processes across the organisation and establish cross-team working practices, setting us in good stead for a strategy refresh.



We focus on outcomes that are proven to make the biggest impact on young people's lives



Age-expected SATs at 11



GCSE English & maths (9-4) by 19

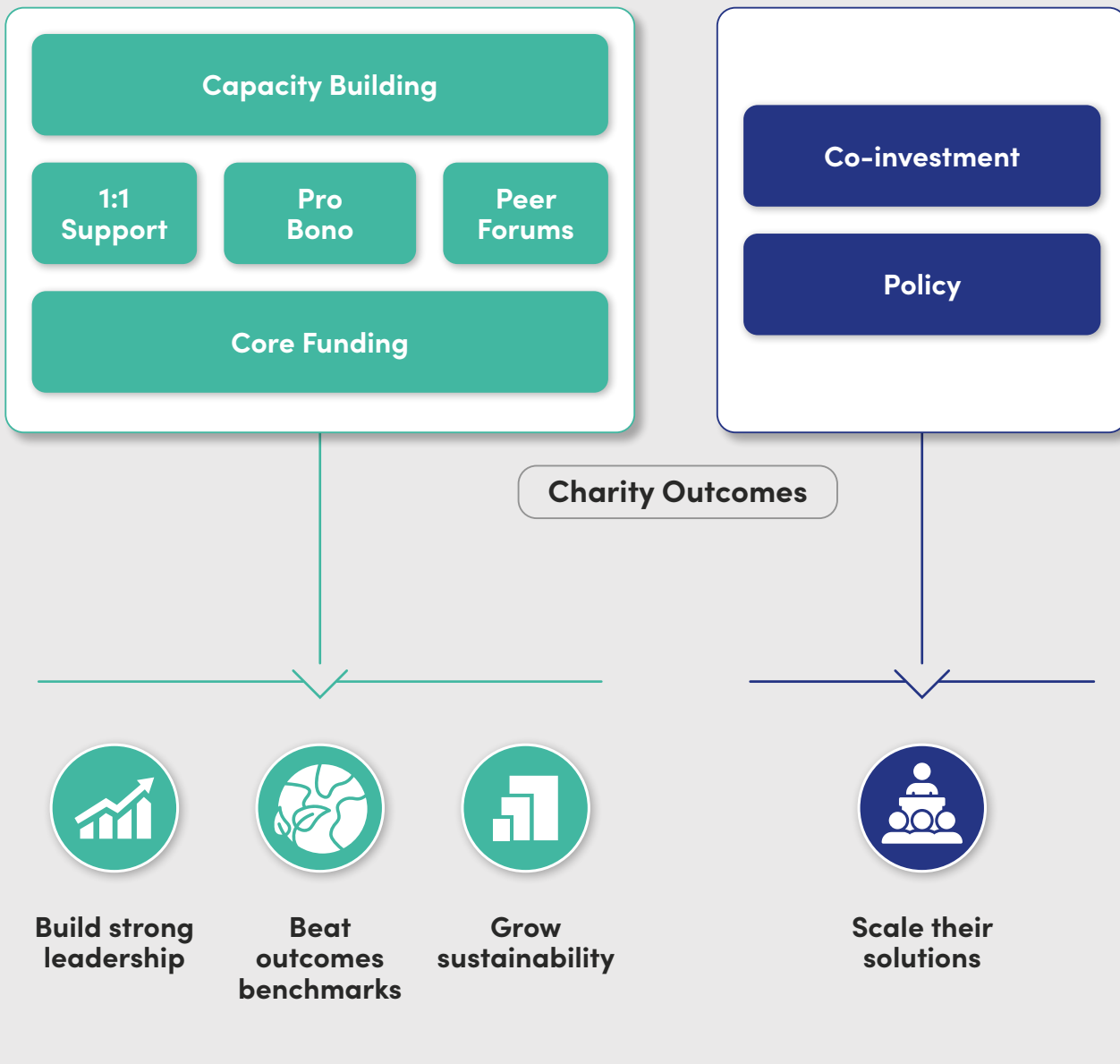


University access



Sustained employment

Our unique model



Our values

In 2022 the staff at Impetus worked together to create a set of values to act as our guiding principles as an organisation, and help us to remain focused on achieving our mission to support young people from disadvantaged backgrounds.



Evidence led and results driven for young people

We pursue excellence for the young people we work with, are wholly committed to better outcomes, unapologetically results driven, and accountable for our actions.



High trust, high challenge

We invest the time, kindness, integrity and honesty needed to build and sustain long-term relationships. We focus on developing high trust, to allow for high challenge, helping our colleagues, partners and supporters to be our very best selves in pursuit of our mission.



Diversity enables us to thrive

We seek to embed diversity of thought, background and experience in every aspect of our work. We are open, thoughtful and proactive in better understanding and challenging our assumptions to better deliver the change we seek.



Brave and open

We are brave and open; exploring new solutions to long-term problems, asking difficult questions well; learning from mistakes and challenging the status quo when needed.



Collaboration always

We will not succeed alone. We seek meaningful, productive partnership with others to achieve our mission and drive systems change for young people.



Chair's introduction

As we reflect on the past year, I feel enormous pride that Impetus has been able to continue to partner with a diverse range of innovative and pioneering organisations, whose interventions prove that with the right support, young people from disadvantaged backgrounds can thrive in school, in work and life.

While we know our work has impact, the scale of the problem still looms large. Still the life outcomes of young people from disadvantaged backgrounds remain starkly below those of their better-off peers. They are 40% less likely to pass crucial GCSEs in English and maths, and this attainment gap remains stubborn. Meanwhile some 700,000 young people in the UK are not in employment, education or training (NEET), and 2 million children are living in poverty.

Our partner charities are navigating an external environment that is extremely challenging: young people are presenting with higher needs, and there is inflationary pressure on costs, alongside declining statutory and school budgets, as well as government uncertainty.

There is still much work to be done to achieve our mission, but in turn, we do have much to celebrate.

Celebrating 21 years of impact

This year was a particularly special one for Impetus as we marked a milestone 'birthday' – 21 years since the founding of the Impetus Trust; 21 years of impact.

We were delighted to welcome our founders, donors and charity partners to join us for a celebration at the British Library – the scene of the early meetings which led to the founding of our unique organisation. Their vision was to draw on the world of private equity, with its principles of working alongside organisations to help them grow through new sources of funding and expertise, to support the world of social impact, with its commitment to improving the lives of people facing disadvantage.

The evening featured an [exhibition of stories](#) of some of the young people our charity partners have supported – a humbling reminder of all that we have achieved, thanks to the commitment of Impetus' staff, the generosity



Impetus 21st Birthday Party

and long-term commitment of our donors and the determination and drive of our partner charities for, and with, these young people – and what keeps us motivated to keep delivering.

CEO departure

After four years of leading Impetus and helping us to grow, our CEO, Eleanor Harrison decided to step down in April 2024. Under Eleanor's leadership, Impetus grew its impact, influence and income. This has included the launch of two new funds focused on school exclusions and race equity in youth employment, ensuring the organisation supports charities in a more equitable way, and that those young people who are furthest from the labour market continue to get the most support.

In the interim, Board and Senior Management Team worked closely to make sure that Impetus continued to deliver to the high standards we are known for. It's this that gives the enduring strength to our organisation and we're proud to have this strong core to drive our work.

After a comprehensive search and selection process, in September we were delighted to [announce](#) the appointment of Susannah Hardyman as new Impetus CEO, and she will take up her post in January 2025.

Looking to the future

2023–24 marked the final phase of our current strategy.

In 2020–23 we supported 400,000 young people, launched new funds on school exclusions (Engage) and racial equity in youth employment (Connect) and launched the Impetus Leadership Academy – part of our broader work on race equity and diversity, to which we remain committed.

Our income has nearly doubled, we have achieved significant policy wins and formed powerful coalitions.

Our new strategy is now complete. It builds on 21 years of delivering impact, and over the

next five years we will take our learning and resolutely push for better outcomes for more young people.

With a focus on school engagement, educational attainment and good jobs, we will affirm our role as the leading impact-led funder and strategic partner of choice for charity leaders, and the go-to organisation for decision makers who want to deliver real impact in the policy choices that can change young people's lives.

A fond farewell

September 2024 also marks the end of my term as Chair of the Board of Trustees of Impetus after six years in post.

I first became involved with Impetus in 2014 – attracted by its ethos of combining investment rigour and social purpose to transform young people's lives. Since then we have been on a journey of understanding, and of growth. Over those ten years we have supported 53 charities and grown our direct reach from 27,500 to 98,000. Today we work with 25 partners all over the country – reaching 400,000 young people directly and through the school population. We're working with more high-performing charities, producing more evidence-based policy and supporting more young people into education and employment – not a bit of temporary support, but a fundamental shift that truly transforms their lives.

I leave the organisation in a strong position, financially secure and with a clear strategy for the future, ready to rise to the challenges ahead. A heartfelt thank you to all our partners and supporters, and the wonderful Impetus team for your tireless commitment. I am excited to see where Impetus goes next.



Hanneke Smits

Hanneke Smits,
Chair of the Board
of Trustees

YEF introduction

The Youth Endowment Fund was established by Impetus in 2019 with a ten-year, £200-million endowment to prevent children from becoming involved in violence. We exist to find what works and to build a movement to put this into practice. This year marks the halfway point in our journey.

Reflecting on our progress, we've achieved a lot. Over the past five years, we've awarded more than £117 million in grants, funding 278 interventions and reaching over 205,000 children and young people. We've also launched the YEF Toolkit, which summarises the best available global evidence on what works – and what doesn't – to prevent violence. Violence Reduction Units and others nationwide are now using these insights to shape their support for vulnerable children.

While we have much to be proud of, there remains much to do. Last year, we conducted the largest-ever national survey on young people's experiences of violence, with over 7,500 teenage children. The results were concerning: nearly half reported being victims or witnesses of violence in the past year.

We also recognise that certain groups of children are still disproportionately affected by crime and violence. Black children, for instance, are significantly overrepresented at all stages of the criminal justice system. Yet, funding often fails to reach children from all ethnic backgrounds, research does not always include all voices and decisions frequently overlook some groups. To address these issues, we published our Race Equity goals, demonstrating our commitment to inclusivity and accountability. Last year, we released our first annual report on our progress against these goals, highlighting what we've done and where we still need to improve.

In 2023–24 there were other notable milestones too. We continued investing in new impact trials of promising programmes to improve our knowledge of what works and fill gaps in the evidence. This includes launching one of the most ambitious and comprehensive evaluations

of focused deterrence ever undertaken. We also announced the funding of a new summer jobs programme to test whether the success of similar initiatives in the US can be replicated here.

However, funding research to find what works is not enough. We must ensure that our findings lead to action and change. This is our focus for the next five years. Through our guidance reports, the first of which we published last year, we will outline how systems and practices across sectors such as policing, education, youth justice, children's services, the youth sector, health and neighbourhoods should change to better support vulnerable children. We will collaborate with others who share our mission to implement these changes.

We are halfway through our endowment. To create a country where every child can live a life free from violence, we need to be serious about what works and committed to making real changes. While I cannot guarantee success, I can guarantee that we will not give up.



Jon Yates
*Executive Director,
Youth Endowment
Fund*

Trustees' report

The Trustees, who are also the directors of the charitable company, are pleased to present their annual report on the work of Impetus in 2023–24, and plans for 2024–25, together with the financial statements for Impetus and the Impetus Group for the 12-month period to March 2024.



Impetus is a registered charity and company limited by guarantee. Our governing document is in the Memorandum and Articles of Association incorporated on 23 March 2013.

Impetus has a wholly owned trading subsidiary, PEF trading Limited. It is also the sole corporate trustee of the Youth Endowment Fund Charitable Trust, which is a registered charity in England and Wales, charity number 1185413.



392,562*

young people reached through our charity partners



25

charity investments



£7 million

of direct value delivered to our charity partners

*includes direct and indirect reach

Aims and objectives

We support young people from disadvantaged backgrounds to help them succeed in education, employment and life by finding, funding and building the most promising organisations working in this space.

We partner with other funders to back effective interventions, and with similar minded organisations to influence government and the wider sector to back effective support.

We are focused on delivering better outcomes for young people in:

- Age-expected SATS at 11
- GCSE English and maths by age 19
- University access for underrepresented groups
- Sustained employment
- Reduced youth offending (delivered through the Youth Endowment Fund)

Part 2 of this report focuses on our work to improve education and employment outcomes.

Our work to reduce youth offending is covered in detail in the Annual Report of the Youth Endowment Fund Charitable Trust.

Our ambition in our 2020–2023 strategy was to significantly increase our impact and influence in the sector whilst delivering improved sustainability. Ultimately, it is about helping more young people from disadvantaged backgrounds achieve more, and better, education and employment outcomes.



Jon Egging Trust

Our 2023 priorities

This report reflects on our progress against the priorities we set ourselves for 2023–24:



Develop our Investment team, and consolidate the gains made for, and with, our current portfolio charities.



Expand our areas of research including a new Youth Jobs Gap report to explore the link between young people's characteristics and their labour market outcomes, and new research on attitudes to attendance amid growing concern about the rising number of absences from school.



Put the Driving Impact agenda at the forefront of our work with our newer charities, while steering a number of our portfolio charities through the reinvestment process.



Complete and implement our comprehensive People Plan with key focus on culture, pay and progression, and learning and development to ensure all Impetus employees feel valued, engaged and motivated throughout their employment with us.



Ensure that support for young people from disadvantaged backgrounds is a political priority, and influence party manifesto pledges in advance of a general election.



Convene the third sector forum on fair access and widening participation and co-chair the Youth Employment Group.



Launch Phase Two of our digital strategy with a review of our information and knowledge management alongside other workstreams to maximise effective collaboration and decision-making and drive efficiency.



Join forces with a number of charities and funders working on exclusions to assemble a coalition to drive change in this space.



Continue to pursue the goals on race equity and inclusion within our organisation to ensure we have diversity in thought, background and experience.



Invest in our communications to more fully explain the work we do in order to secure funding, attract new and more diverse charities, and support our mission through influencing systems change.



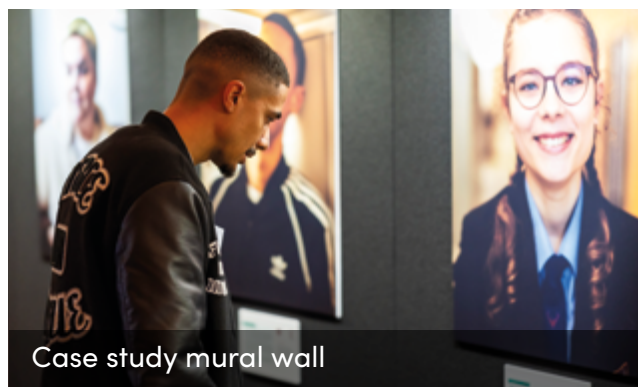
Recruit a race equity expert to advise on Connect Fund work, build on strong foundations and guide us to learn more from our charities and share that knowledge across the sector.

21 years of impact

In 2023 Impetus celebrated 21 years of impact. Since Impetus was founded in 2002, we have supported 77 charities, reaching more than 1.5 million young people to succeed at school, work and in life, with £56 million in funds raised.

In November 2023 we hosted more than 80 people from across the private equity, charity and policy sectors at the British Library to celebrate. We wanted to use our anniversary year to deepen engagement with our founders and existing supporters, increasing trust and credibility with them, and also to raise awareness of Impetus, our impact and unique approach with new audiences.

Staff, Trustees and Impetus Trust co-founders Stephen Dawson and Nat Sloane all shared memories and stories.



Portraits and case studies of some of the young people that our charities work with were on display for people to browse as they mingled.

“Thank you for organising and hosting a wonderful event last night. You put on a very professional and energising event for loads of people who have been instrumental in Impetus’ success to date. I am grateful for and proud of your efforts not just last night but over the years.”

– Nat Sloane, Co-founder, Impetus Trust

IN 21 YEARS

**WE HAVE
SUPPORTED**

77
CHARITIES

**REACHED
MORE THAN**

1.5m
YOUNG
PEOPLE

**RAISED
A TOTAL OF**

£56m
IN FUNDS

2023 highlights

1

We invested £600k in [four, high potential new charities](#): Babbasa, Generation UK, IMO and Sister System, all working to deliver better employment outcomes for young people from ethnic minority backgrounds.

2

As a long-term funder of Resurgo, we were proud when the government [evaluation of their proven impact](#) was published. It shows that if all young people who are out of education, training or employment (NEET) received support as effective as Resurgo's, we could reduce the number of NEET young people by over 130,000, filling over 10% of the vacancies in the economy.

3

Our successful co-investment relationships have seen continued support for many of our charities, to help them grow well, with several new portfolio partners receiving grants including, Ada, MCR Pathways, Generation and Sister System.

4

We worked with our charity partners The Tutor Trust and Action Tutoring, to launch a [report in parliament](#) calling for tutoring to be at the heart of future education policies.

5

As co-founders of the Youth Employment Group we launched a ['Young Person's Guarantee'](#), endorsed by the Minister for Social Mobility, Youth and Progression.

6

Along with Public First, School-Home Support and Khulisa [we published a report looking at the reasons behind the school attendance crisis](#) with eight recommendations for government.

7

2023 also saw the second year of graduations from the Impetus Leadership Academy, supporting talented leaders from ethnic minority backgrounds in the youth sector to progress into senior roles, with a third cohort starting their year-long journey this September.



REPORT

Charity investments

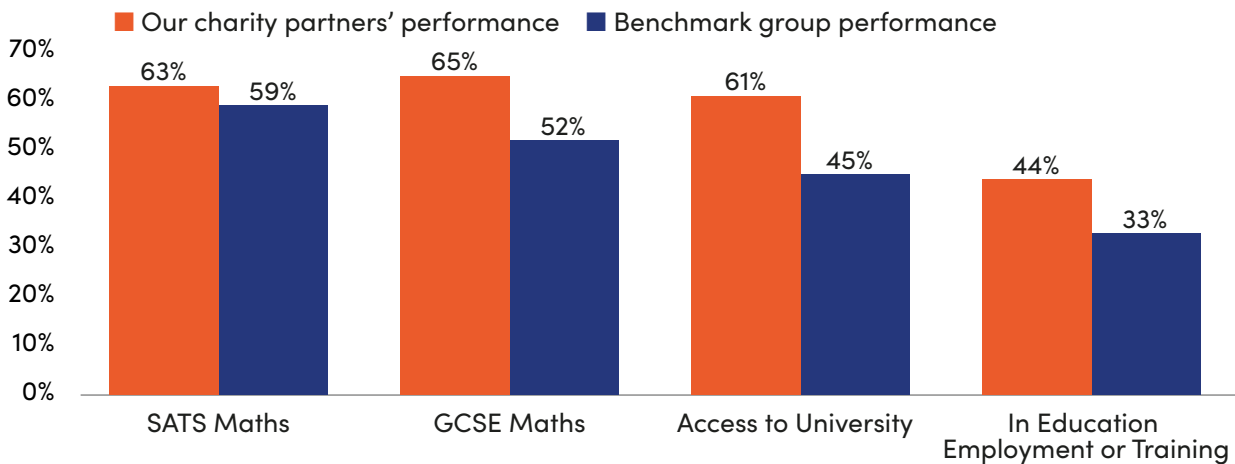
Our partner charities are getting stronger, more impactful and bigger

Charity leaders are feeling the pressure: The sector faces universal challenges to deliver on their mission, fundraise and attract and retain talented staff. As a funder that works alongside 25 impressive CEOs of social impact organisations we are seeing some of those struggles up close, but are working shoulder to shoulder to chart the right path forward.

Charity portfolio

In 2023–24 we worked with 25 [partner charities](#). We brought in three new charities and re-invested in seven. Three charities left the portfolio, with two more set to graduate at the end of the financial year. In the coming year up to five longstanding charity partners will graduate to our newly founded alumni network.

We support our partner charities to become better – to improve the impact they are having on the lives of young people



Backing the Best

The make-up of our portfolio has changed significantly, with a third of partner organisations focused on school engagement and a quarter on race equity and employment, reflecting refined areas of focus.

An increase in the number of new investments means the majority of our current partnerships are under two years old. While this is an exciting point in these organisations' journeys to higher impact and growth, it means our capacity-building support has been more in the Focus and Build phases of investment, Driving Impact workshops, strategy, business and implementation planning and supporting leadership transitions.

25

partner charities

54

pro bono projects

3

peer forums

£7.6m

of value delivered to charity partners

64

Net Promoter Score

Our charity partners

SCHOOL ENGAGEMENT

ENGAGE FUND



SCHOOL ATTAINMENT



ACCESS TO EDUCATION, TRAINING AND EMPLOYMENT



CONNECT FUND



Pro bono strategy project – JET and Plural Strategy

The Jon Egging Trust (JET) offers long-term support to young people who are struggling to engage at school and may have lost focus, confidence and self-belief. Their accredited Blue Skies programmes use STEM-inspired experiences to raise aspiration, self-belief and resilience, and empower young people to challenge themselves and re-engage with education to make informed career choices.

The challenge

JET work with more than 30 schools across the country and were keen to evaluate how they select partner schools, to ensure they work with the ones that will best enable them to reach their target population.

Impetus set out to develop a tool that would help JET identify schools with a student body that would most benefit from their intervention. We worked with JET to set out a list of criteria, and weight each metric according to its importance.

Criteria include:

- High numbers of students on Free School Meals
- Schools in higher areas of deprivation
- Schools in areas of high unemployment
- Schools in rural areas
- Schools within a certain distance of their delivery partners
- Local youth offending rates



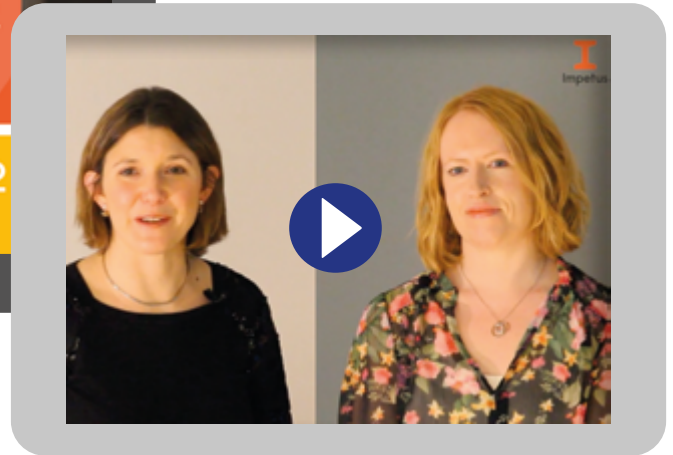
School selection tool

From there, our pro bono partners Plural Strategy set about creating a database, using open access data, that would pull in all these essential criteria and order them by importance.

This interactive tool enables JET to use data to identify schools, allowing them to see the demographics of different student bodies, understand the local area and any underlying challenges in the community.

What makes the tool so effective is that it's interactive – the weighting on each criteria can be changed according to targeting needs, and produces a list is produced in priority order. The system automatically uploads updated data sets, and JET can even add their own data to it to create a fuller picture. It also has a built-in power BI dashboard so the data can be projected onto maps or charts showing the hotspots they should be targeting.

When fully rolled out, this tool will increase JET's impact because they will be able to be more targeted with the schools they work with, enabling them to better reach young people most in need.



Action Tutoring CEO / Impetus partnership

Celebrating successes

Beyond foundational work, there has been noteworthy progress in our Build and Scale phase organisations, with four of our more mature charities undergoing QED impact evaluations – proof of our ongoing commitment to greater impact.

Our newer charities are demonstrating tangible commitments to greater impact; the nine that have gone through Driving Impact workshops over the past two years have made implementation a key priority in business plans.

The Peer Learning element of our support continues to be highly valued by our charity partners, with over 75% attending three forums on building organisations' impact journeys, cultivating talent, and building sustainable income. When surveyed, funding and income were the most common concerns for CEOs of our partner organisations.

In this financial year, we provided £7.45m of value to our partner charities, an increase of £1.47m from 2022–23. Despite several personnel changes, with 13 of 22 CEO–Investment Director relationships changing last year, we have maintained strong relationships with our partner charities, evidenced by our

Investment team's Net Promoter Score (NPS) of 64, well above the industry average, based on our annual anonymous CEO perceptions survey. This translates to strong influence and impact. We have had particular success in running Driving Impact workshops, supporting strategy and business planning, and supporting leadership transitions. One CEO said,

“Impetus has been incredibly supportive while my charity was going through a difficult time. They provided constructive challenge, extra resources, and additional time; we would not be where we are without them.”

In general, our partner charities are proving very resilient. Last year, 18 out of 22 partner charities increased their income (11 by more than 15%) and 15 increased their reach (10 by more than 15%), despite a challenging operating environment.

To better explain our work, we developed a new page on the website entitled **‘Our Impact’**, detailing our interventions and our partner charities' progress.

Voice 21

Voice 21 exists to increase access to high-quality oracy education, particularly for those children that need it most. They have created a whole-school approach to embedding oracy into the curriculum, culture and practice within a school and they are currently operating in c.900 schools across England and Wales.

Oracy = the ability to articulate ideas, develop understanding and engage with others through spoken language.

Since Impetus started working with Voice 21 in 2019, they have scaled significantly and last summer, Labour publicly made a commitment to oracy, which has led to a greater awareness of this skill in schools and beyond:

- More than 50% of teachers feel that oracy should be one of their school's top priorities (2023 Teacher Tapp poll)
 - "Spoken language and listening skills" were the most likely to be identified as an important skill by parents and businesses, above written communication or numeracy skills.
- Taking advantage of this, Impetus has supported Voice 21 to:
 - Successfully manage a CEO transition
 - Craft their 2025–30 organisational strategy with pro bono support from Bain & Co
 - Build an effective Public Affairs strategy and the capacity of their team to deliver this
 - Build their fundraising capability



Voice 21



Voice 21



School of Hard Knocks

- [School of Hard Knocks](#)' mission is to empower and support individuals living in complex and challenging circumstances, to fully realise their potential and find meaning and purpose in their lives.
- Bristol born charity [Empire Fighting Chance](#) works with young people who have faced real adversity in their lives. It uses a powerful combination of non-contact boxing and intensive personal support to give young people aged 8 to 25 the skills, knowledge and inspiration to make positive changes to how they think and behave – and to realise their unique potential.

Connect Fund

The [Connect Fund](#) aims to help decrease the employment gap faced by ethnic minority young people from disadvantaged backgrounds and promote systemic change towards a more racially equitable labour market.

Engage Fund

The mission of the [Engage Fund](#), in partnership with the Henry Smith Charity, is to narrow the gap in school, work and life outcomes for young people who are excluded or at risk of exclusion from mainstream education. We will achieve this through scaling effective interventions, building the evidence base for what works and influencing funding and policy.

After a successful grant round which received 160 applications, in March 2024 we invested in two more charities:

“We were struck by these charities’ focus on supporting talented young people facing some of the most adverse circumstances across the country, the strength of their respective programmes and their commitment to delivering meaningful and enduring outcomes for the young people they serve.”

– Sebastien Ergas, Impetus Portfolio Director

We know that young people from disadvantaged backgrounds are [twice as likely](#) as their better-off peers to be not in education, employment, or training (NEET). There is also clear [data](#) showing that young people from ethnic minority backgrounds are disproportionately impacted by unemployment, in particular young people from Bangladeshi, Pakistani and Black communities.



Empire Fighting Chance



“I want children and young people coming from similar backgrounds to my own to have the opportunities I wish I had, and to have the barriers I encountered removed. I’m passionate about the alleviation of the barriers created by poverty and racial inequality.”

– Mwila Mulenshi – 2023/4 ILA participant

In March 2024, after a successful grant round, we invested in [Streets of Growth](#), an organisation that builds and scales effective, impact-led employment programmes to help young people from ethnic minority backgrounds to overcome disadvantage and discrimination.

Impetus Leadership Academy

Across UK charities just 7% of leadership positions are held by people from minority ethnic backgrounds and urgent action is needed to improve representation at senior levels across the sector.

Sitting within the Connect fund is the [Impetus Leadership Academy \(ILA\)](#), a fully funded

12-month programme for emerging leaders from minority ethnic backgrounds working in the UK youth sector. It consists of group masterclasses on key leadership topics, one-to-one coaching sessions from Impetus experts and personalised mentorship from senior professionals.

The ILA continues to be a success, with participants telling us it is useful, especially in developing their leadership competencies. [Six participants in Cohort 2](#) obtained new professional positions. The ILA’s third cohort of 12 individuals is underway.

To meet the needs of our young people in this changing landscape we have continued to focus on underserved areas outside of London and the south east, and are actively seeking to extend our interventions to groups that are hardest to reach.



Race equity and inclusion

At Impetus we're committed to addressing systemic racism both as an organisation and through the work we support.

We have made positive steps towards our goals which were formally adopted in 2021 after a thorough review of our practices, and extensive staff engagement.



Promoting equity, diversity

We have increased monitoring and reporting within our HR systems to better understand the makeup of the Impetus team and actively seek to attract candidates from more racially diverse backgrounds. We are on track to reach the target of having 40% of our staff from ethnic minority backgrounds.

We have an internal Taskforce on equity, diversity and inclusion, made up of staff from across all teams that has direct access to senior management to ensure positive change continues.

We are being more intentional in our policy work, cognisant of the need for diversity of background and experience in our partnerships and coalitions, and recognising that we have an important role to play in embedding racial diversity in our sector.

On governance we are making strides towards our goal of greater diversity among our trustees and committee members. We are pleased to have welcomed one of the first cohort of the Impetus Leadership Academy to our governing board.

Implementing these goals is not always easy, and we still have a lot to learn, but we're on the journey.

Philanthropy and partnerships

All of Impetus' work depends on the generosity of our funders and partners. In 2023–24 these partnerships were worth £4.6million cash and £2.9million pro bono. This support is what makes Impetus possible and ultimately creates meaningful impact for young people.

We continued to work closely with our funders, sharing learning and taking a highly collaborative approach. We deepened and extended several key partnerships, such as Inflexion who generously increased their co-investment grants to Impetus. Alongside this, Inflexion remains the biggest fundraiser at our triathlon while also engaging directly with our work by volunteering with young people.

“Seeing these kids stand up and talk to a ‘big-enough’ audience... they had very little time to prepare, but they really owned it.”

– Livingbridge employee

Another example of highly impactful corporate volunteering comes from Eastdil who delivered a fantastic session with young people from several Impetus partner charities; 14 young people from across the country visited Eastdil's London office for an Insight Day into the commercial real-estate industry. The day saw a rotating panel of experts present their area of work and talk about their role in the firm. As we find so often with these visits, the young people found it hugely useful and eye-opening – providing insight into a sector they knew nothing about and can now imagine joining.

The young people learnt about all aspects of the company, from accounting and finance to graphic design and compliance – with the legal and finance sections proving particularly popular. The young people also had the opportunity to network with the wider Eastdil Secured team over lunch and hear about an exciting opportunity to continue their career journeys through the Pathways to Property programme.



On the pro bono side, Bain continued their deep involvement with our work and were heavily involved in creating our new five-year organisational strategy.

We continued to fundraise for the Connect Fund, bringing in funders who share our mission to improve employment outcomes for young people from minority ethnic backgrounds. KKR, who are a founding donor to Impetus, have chosen to back the Connect Fund and we're delighted to welcome them to this group. Michaela Wood in KKR's European Private Equity team stepped up from our Impetus Futures Committee to take over as its chair, succeeding Gemma Wright at CVC who has joined our Investment Committee. We also formed a new Philanthropy and Partnerships Committee to support the team at a senior level, comprising Charlie Edwards, Alex Walsh and Rob Pulford.



2023 Futures Party

We celebrated another successful year of events in 2023, raising close to £2million in unrestricted funding and sharing our work with over 1,000 people.

Our annual Transforming Lives dinner raised a record-breaking £1.4million and over 300 people took part in the Impetus Triathlon raising close to £400,000. In June we hosted the Impetus Futures summer party marking the last year as Futures Chair for Gemma Wright at CVC who has passed the Chair role over to Michaela Wood at KKR. We also hosted a new event,



Transforming Lives Dinner 2023

£2 million

In 2023 we raised close to £2million and shared our work with over 1,000 people.

Building Impact brought together our audience in the Real Estate industry and has led to a number of new partnerships in the space.

Alongside our fundraising events we hosted a programme of knowledge-sharing events designed to bring our supporters closer to our work; these included our annual Investor Roundtable, a breakfast celebrating our pro bono partners and a Governance Workshop exploring the role of a charity trustee.

In November we were delighted to host '21 Years of Impact' celebrating an important milestone in our journey. Co-founders of the Impetus Trust, Stephen Dawson and Nat Sloane, were joined by our charity partners past and present, supporters and those who have played an important part in our work over the last 21 years.

Thank you to our donors

Advent International
The AIM Foundation
Allan & Gill Gray Philanthropies
Andrew Sillitoe & Joy Tadaki
Sir Anthony Greener, The Minton Trust
Apax Foundation
Aref Lahham
Ares Charitable Foundation
Bain & Company
Bank of America
BC Partners
Bill & Kerri Benjamin
Bjorn Saven
Blackstone Charitable Foundation
Sir Bruce Bossom, Bt
Bruno Schroder Trust
CD&R Foundation
Centerbridge Foundation
Cerberus Capital Management
Chatham Financial
Christopher & Jodi Field
Cinven Limited
CVC
David Higgins
Davidson Kempner
Deep & Trishna Shah
Dwight & Kirsten Poler
East Head Impact
Eastdil Secured
Eden McCallum
Egon Zehnder
Evelyn Partners
Exponent
EY-Parthenon Strategy
Fairgrove Partners
Filippo J Cardini
Gabriele & Manila Cipparrone
Geoffrey Bailhache
GIC
Goldman Sachs
Growth Capital Partners
Guillaume & Gildine Cassou
H&F Gives
Hanneke Smits
The Henry Smith Charity
Hunter & Clementine Philbrick
The Inflexion Foundation & Inflexion
J.P. Morgan
James McCaffrey
James Seppala
Jefferies
Jenni Bowley
Jim & Alys Garman
Johannes & Stephanie Korp
Joseph Schull & Anna Yang
Karen & Liam Krehbiel
Kirkland & Ellis
KKR & Co
Latham & Watkins
Lea Lazaric Calvert
Lionel & Florence Assant
Livingbridge
Lockhart Capital Management LLP
Lorcain & Evelyn Egan
Louis G Elson
Lulu & Ed Siskind
Matthew Elliott
Nat & Rebecca Sloane
Nikos Stathopoulos
OxfordSM 'Good Growth' Consultants
Patrick Healy
Patrick Ottersbach
Plural Strategy
PwC
Raymond James
Rede Partners
Richard Cormack
Richard Lenane
Robert Ramsauer
Rohan & Sunaina Haldea
Stefan Goetz
Stephen & Gitte Dawson
Stone Family Foundation
TA Associates
Terra Firma Capital Partners Ltd
Tom & Emma Thorne
TowerBrook
Triple Point Investment Management LLP
Tuixen Foundation
Warburg Pincus
Wol Kolade CBE

Influencing the public agenda

Our ambition in our 2020–2023 strategy was to increase our impact and influence in the sector significantly, whilst delivering improved sustainability. Ultimately, it is about helping more young people from disadvantaged backgrounds achieve more, and better, education and employment outcomes.

Alongside our charity investments, our Public Affairs team is building coalitions and influencing decision-makers to implement impact-led policies for young people, and getting our expertise and insights out there to a wider audience, including in mainstream media.

You can stay up to date with our policy work by [signing up to our monthly newsletter Impetus Insights](#).

40%

Young people from disadvantaged backgrounds are 40% less likely to go to university than their better-off peers

Tutoring

Impetus has long championed the effectiveness of tutoring as an intervention to help students catch up.

Alongside organisations including our charity partners Action Tutoring and Tutor Trust we called for a sustained commitment to tutoring as the National Tutoring Programmes (NTP) comes to an end. Targeted at the disadvantaged pupils who need it the most, in order to narrow the attainment gap, it culminated in a call for a ‘Tutoring Guarantee’ for pupils to ensure a high impact intervention is available across English schools and colleges.

In January we commissioned from Public First, looking at ‘The economic benefit of the National Tutoring Programme’.



The main finding was very positive. The economic impact of NTP tutoring provided in 2021/22 and 2022/23 is £4.3 billion, compared to funding of £660 million, providing a benefit cost ratio of 6.58, well above the ratio of 4 which is generally considered “very high value for money”.

This bolstered our request for government to invest £385m a year to embed tutoring into the education system through a ‘tutoring guarantee’, which would likely generate over £2.5bn a year in economic benefits.

This followed another Public First report [The Future of Tutoring](#) again in conjunctions with partners, published the previous July. It drew on teacher, parent and pupils’ views about tutoring, and found high levels of parental support for the intervention as well as ‘spill over benefits’ including building confidence, attendance and mental health; it also gained good media traction.

The report was launched at an event in parliament hosted by the chair of the education select committee, Robin Walker MP, and Robert Halfon MP, Minister for Skills, Further and Higher Education gave the keynote address.

Despite the evidence that just 12 hours of tutoring [can drive three months](#) of additional progress, and with pupils still lagging [two months behind](#) pre-pandemic levels of attainment, the government reduced funding for the National Tutoring Programme by 50% in 2023–24, and funding will end completely at the end of next year.

Access to Higher Education

Young people from disadvantaged backgrounds are 40% less likely to go to university than their better-off peers – a gap that has remained stuck for over a decade.

In addition to championing interventions that raise attainment and calling for contextual admissions (reducing the entry requirements for students from under-represented backgrounds to prioritise their potential) Impetus continues to focus on growing the evidence base on successfully widening participation interventions, and [sharing our insights](#) with key sector press.

In January we held a second Third Sector Forum event with John Blake, Director for Fair Access and Participation at the regulator, the Office for Students. Entitled ‘Embedding partnership: Increasing equality of opportunity in English higher education through collaboration’, the event attracted over 200 attendees and included a panel discussion and [a welcome announcement of a £2m OfS fund](#), providing grants to test new ideas and practices that support equality of opportunity.

School engagement

As part of our Engage fund work to tackle school exclusions, in 2023 we formed the [‘Who’s Losing Learning?’](#) (WLL) coalition, which aims to reveal the extent of post-pandemic lost learning and its disproportionate impact on young people from disadvantaged backgrounds.

Data from the Department of Education showed more than 3,000 children a day lost learning through suspension from school in 2021/22, with suspensions from school having risen 30% and more than 250,000 more days lost compared to 2018/19. And for the first time, the majority of those suspended were children living in poverty, widening the poverty gap in lost learning even further.



Voice 21

Affiah, 15, Hertfordshire



MCR Pathways is a national mentoring programme dedicated to addressing the deep-rooted inequality in education outcomes, career opportunities and life chances for young people in care and those experiencing disadvantage. Young Herts Talent is a school-based mentoring programme that matches volunteer mentors with secondary school students to support the young person they're matched with through one-to-one mentoring sessions in school for one period a week.

I was struggling with school, and I just needed extra support with my behaviour.

My mentor's name is Annette, we get on well. Sometimes we talk about school, about whatever really. It's actually quite good because I can tell her anything, and she helps and guides me through it. I can trust her and she's easy to talk to.

My behaviour has changed. I do focus more in lessons. My teachers have noticed a difference in me and I'm enjoying school more now.

Annette taught me to be who I am and just try my hardest.

Affiah, 15, Hertfordshire



The Education Policy Institute's March 2024 report, 'Outcomes for Young People Who Experience Multiple Suspensions' commissioned by Impetus, identified a "suspension grades gap", with young people who experience even a single suspension, or temporary removal from secondary school, less likely to pass crucial GCSEs in English and maths.

The report highlighted the importance of focusing on pupils who are suspended or at risk of suspension, and generated media coverage in [The Guardian](#), [Schools Week](#), [TES](#), and our spokespeople made appearances on LBC radio and Talk TV to discuss the implications of the findings.

School attendance

Attendance in schools is down dramatically compared to before the pandemic, with profound consequences both for our education system and for society more widely. This is why we commissioned our September 2023 report with Public First, which examined the views of parents.

Overall, absence is up by more than 50% since 2019 and persistent absence (pupils missing 10% or more of lessons) has more than doubled, affecting the continuity of pupils' learning. Disadvantaged pupils who most need the security, stability and care that good schools offer, are most likely to be persistently absent – and the gap is widening.

The report revealed that the Covid pandemic and the resulting disruption to education, caused a seismic shift in parental attitudes to school attendance – that it’s no longer the case that every day matters to parents. Yet we know that missing school can lead to wider disengagement in learning and impact pupils’ attainment, which can limit their opportunities in later life.

The report really resonated with the public, government decision makers and shadow cabinet, achieving blanket national press and broadcast coverage, and was a topic of discussion at the 2023 party conferences.

Oracy

In July, Labour leader Keir Starmer launched the party’s ‘opportunity’ mission, committing to oracy and speaking skills and explicitly picking up on the work of our charity partner Voice21.

We know oracy helps pupils make academic progress, and a recent evaluation of Voice21’s Voicing Vocabulary programme with 11 and 12



£69bn

Tackling youth unemployment could generate £69bn for UK economy

year olds showed it increased the number of above-average readers by about 50%.

Our Public Affairs team is working closely with Voice21 to see how they could shape the increased focus on this ‘skill for life’ and embed it into the curriculum.

Youth Employment

Tackling youth unemployment could generate £69bn for UK economy, that was the headline finding of our new policy paper [The Young Person’s Guarantee](#).

The share of young people in the UK who are NEET stands at 13.8%, a figure that has remained stagnant for a quarter of a century. Young people from disadvantaged backgrounds are significantly more likely than their better-off peers to be NEET. This means the negative effects of time spent neither learning nor earning – such as decreased earning potential or increased risk of unemployment later in life – are disproportionately borne by this group, with clear consequences for social mobility.

Amid a political consensus that Britain must improve economic growth and raise shared prosperity, we mobilised the [Youth Employment Group](#) to agree the ‘[Young Persons’ Guarantee](#)’ – a set of policy recommendations for all major parties that, if implemented, would help more young people realise their potential and bring about positive changes that will permanently reduce the number of young people who find themselves neither earning nor learning.

With a general election looming, we promoted the Young Person’s Guarantee at Labour and Conservative Party conference events, offering it as an opportunity for the major parties to show how serious they are about the next generation.

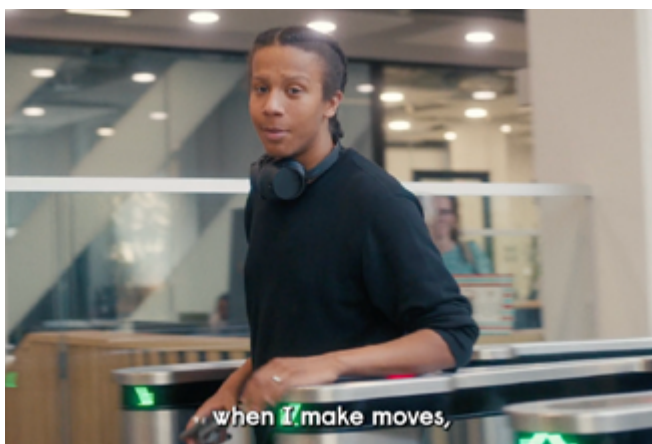
Raising our profile

To tell the story of what we do, we produced a powerful new film [We're Just Getting Started](#), working closely with young people to explore how the interventions of Impetus' charity partners have impacted their lives and raised their ambitions.

Through the Impetus Communications Forum, part of our support to our partner charities, we hosted three peer-learning events on the subjects of 'creating a proactive, long-term, media strategy', 'effective use of the Google Ads Grant' and 'telling young people's stories in national media'. We were pleased to host the BBC's Education Editor Branwen Jeffreys, building our relationship with her and connecting her to our charity network.

And to foster better communications internally and externally we have reinvigorated our newsletters and launched the '6 in 60' video summary on our social media channels to promote the Impetus Insights policy newsletter.

We responded to news stories, often citing the less popular view but retaining our rigorous focus on evidence and impact. And we capitalised on opportunities for strategic communications partnerships in the run up to the election – including taking part in the New Statesman's Path to Power conference which included speaking on a panel entitled 'How can Labour build a future-focused education and skills system?', attending a lunch with Bridget Phillipson, Shadow Secretary for Education, and publishing an article on [the importance of essential skills](#) in supporting young people to be work ready.



Digital and knowledge management

We've progressed our ambition of changing the way we work, not just the systems we use. In addition to replacing or developing key systems, we've ensured that staff time spent on impactful activities has been maximised, by giving them the knowledge, tools and relevant information to do their jobs measurably better, and making sure that Impetus' organisational foundations, such as cybersecurity and data protection are solid.

We've also convened a Digital Advisory Group including a range of sector experts. This keeps Impetus abreast of best practice, relevant developments, and opportunities and risks related to our grant-making, fundraising and communications.

In future we will help partner charities build digital capacity through augmenting our service to our portfolio with a Digital capacity-building offer, build new tools to leverage our insights for external change, and continue to give staff back time and attention for the most impactful work.

Subilo, 19, London



The Access Project works with high potential students from disadvantaged backgrounds, providing tutoring and intensive support including mentoring, practice interviews and networking, to help them get into top universities.

I feel like without help from my tutor every week, I would have only ever achieved a surface level understanding of the subject [economics]. She helped me to have a deeper understanding of it.

It's not always easy to go to your teacher, there are so many other people in class, so having someone to explain and answer questions one on one was so helpful.

The other side of support from The Access Project was amazing as well – with the application process, my personal statement, researching the uni – I don't know what I would have done without them.

I'm now in my second year at London School of Economics studying international social policy and economics. It was a good feeling arriving, I couldn't believe I'd got here.

Subilo, 19, London



Our people

Supporting and developing our people continued to be a key priority for Impetus in 2023–24, with a focus on growing our teams and implementing our People Plan.

Recruitment and Induction

Following a busy period of recruitment in 2022–23, Impetus welcomed 12 new employees in 2023–24 (excluding YEF employee movements). The Philanthropy and Investment teams experienced the most growth, with newly created roles to support the expansion of Impetus' work. Successfully inducting and supporting these new employees to embed within their teams and roles, was a major priority. We achieved this through our comprehensive induction programme with 'Impetus Essentials' sessions which introduce our new employees to all areas of Impetus' work to help them understand how they contribute to Impetus' mission.

Although the volume of recruitment was slightly lower this year, we are still focused on increasing capacity to support organisational growth. This included creating and recruiting for new roles within our Communication and Policy teams.

At the end of 2023–24 Eleanor Harrison announced that she would be stepping down as CEO after four years of leading the organisation. Following this news, a key priority was the successful appointment of a new CEO. We announced the appointment of Susannah Hardyman as the new Impetus CEO in September 2024, and she will take up the post in January 2025.

Equality, Diversity and Inclusion

We remain focused on our commitment to Equality, Diversity and Inclusion (EDI), and continued to ensure it is considered in all aspects of our work. We have made progress against the EDI target that was set in 2021 with 40% of staff reporting as being from minoritised ethnic groups and backgrounds. However, we acknowledge there is still further work for us to do to be a truly inclusive employer. Our EDI working group conducted an EDI



Donor volunteer day



Impetus Triathlon 2023

staff survey and we are working with the Senior Management Team to help develop and implement a detailed EDI Plan which will include an audit and training plan.

People Plan

We completed the initial phase of our People Plan which focused on building good foundations on which to retain and develop our people. This involved the creation of a new online employee handbook and HR webpage to better communicate all our people policies, practices and procedures. Individual and organisational training and development opportunities were prioritised, including a bespoke Transformational Line Management programme led by Resurgo, to strengthen Impetus' approach to management and development.

We also undertook a Pay and Reward Review with the support of an independent pay and reward specialist to ensure we have the right policies and structures in place to support staff progression and development. A number of recommendations were accepted including adopting pay principles and setting a clear grading and pay structure. We are now creating a detailed implementation plan to ensure a new Reward Strategy is implemented by April 2025.

6%

In April 2023 we awarded a 6% pay increase to all employees

Salaries

We continued to benchmark our salaries and pay employees in the upper quartile for their roles. In addition to this in April 2023 we awarded a 6% pay increase to all employees in acknowledgement of inflationary pressures and the rising cost of living.

Engagement

Staff engagement continued to be a priority. As well as involving employees in focus groups, during our Pay and Reward project, we also conducted our 9th annual staff survey at the end of 2023. There was a high level of engagement and positive feedback, particularly in relation to our people, culture and relationships. There were also lots of constructive feedback and suggestions on how to further develop in key areas such as equality, diversity and inclusion, leadership and management, and internal communication.



Impetus Triathlon 2023

Our new 2024–2028 strategy

Following a thorough review of our Theory of Change we have developed a new organisational strategy that will focus on school engagement, educational attainment and good jobs, pushing for improved outcomes for hundreds of thousands more young people from disadvantaged backgrounds through a rigorous focus on impact.

We will continue to work with charities supporting underserved communities – those that are particularly under-resourced, lacking long-term funding, resources and expertise – to deliver impact for young people, and support those who face structural barriers to providing results at scale.

Between 2024 and 2028, it's our ambition to:



Increase fundraising income from £8.5m to £11–13m by 2028 (base case, excluding pro bono)

- Grow unrestricted funding
- Secure extension funding for Engage and Connect Funds (from 2026–27)
- Secure funding for two new Funds



Expand our reach from 393k to ~475k young people

- Expand our portfolio (from 25 to 30–35 organisations), through two new funds
- Support portfolio to continue to deliver good growth (+10–15% average charity reach CAGR)
- Support 1–2 of our evidenced programmes to national scale (additional to ~475k expansion)



Build a new cohort of impact exemplars, including a minimum of six partners delivering positive external evaluations against robust impact benchmarks by 2028



Deliver 1–2 major policy reforms that are grounded in our research and portfolio insights



Deliver on our commitment to equality, diversity and inclusion across every part of our work – what we fund, where we fund, how we work

- Support a full portfolio to achieve outcomes for young people from minoritised backgrounds at the same rate as others
- Support all colleagues to be themselves and to be their best at work

OUR OBJECTIVES FOR 2024–25

The next 12 months will be about laying strong foundations for the delivery of our new strategy. We will:



Ensure a strong leadership transition



Grow our fundraising income to £10.2million



Support our portfolio to grow its reach and build sector-leading programmes

- Investing in a minimum of five new partners, and graduating 3–4 long-standing partners



Build a platform for policy reforms in our sectors

- Aligning key players on the school engagement problem and solution
- Establishing oracy as an education priority with the new government
- Working with government to implement Young Person's Guarantee and build an evidence base for skills



Take further steps towards becoming more diverse and inclusive

- Committing resource in senior leadership and the wider team
- Carrying out analysis to understand areas of disproportionality
- Launching an Equity, Diversity and Inclusion Taskforce
- Conducting an in-depth review of our work



Build our brand to drive new business

- Sharpening our message about what differentiates us and our impact
- Equipping all staff, trustees and external champions to be brand ambassadors
- Upgrading our fundraising materials and building our employer brand to attract talent



Building organisational foundations for growth

- Implementing the People Plan and creating efficiencies in financial reporting
- Refreshing the definition and implementation of core policies
- Improving and embedding Salesforce into core processes

Financial performance

Impetus group

Our income for the year ended March 2024 stood at £22.2 million compared with £27.1 million in 2023 (15 month period), the change reflecting a £4.3 million decrease in donations and grant income across the group, as well as a £0.65 million decrease in investment income. Total group funds as of 31 March 2024 were £158.6 million (2023: £170.1 million).

The main change to the balance sheet was a decrease in group cash balances by £1.9 million to £12.9 million and a decrease in investments to £150.9 million from £154.6 million, reflecting the spend-down nature of the Youth Endowment Fund.

£'000s *	2024	2023	Variance
Income	22,207	27,161	(4,954)
Expenditure	(42,309)	(42,232)	(77)
Net expenditure	(20,102)	(15,071)	(5,031)
Investment gains	8,639	(18,642)	27,281
Surplus/(deficit)	(11,463)	(33,713)	22,250

Balance Sheet	2024	2023	Variance
Fixed assets	131	144	(13)
Investments	150,887	154,643	(3,756)
Current assets	13,900	16,491	(2,591)
Creditors	(6,293)	(1,190)	(5,103)
Net Assets	158,624	170,087	(11,463)

*2023 represents a 15-month period from January 2022 to March 2023



Kids Inspire



School of Hard Knocks

Impetus (excluding the Youth Endowment Fund)

Our income in 2023–24 reduced to £11.5 million (2023: £11.9 million). Within this, grants and donations to Impetus reduced by £0.6 million to £9.4 million, with investment and fundraising income increasing by close to £0.2 million. Despite these decreases, overall, Impetus continues to receive generous financial support from four main sources: individual donations, corporate sponsors, grant-making trusts and foundations, and public funding.

£11.5 million

Our income in 2024 reduced to £11.5 million (2023: £11.9 million). Within this, grants and donations to Impetus reduced by £0.6 million to £9.4 million

Our income includes the value our pro bono experts contributed in the form of donated services. This was £2.9 million over the past year, compared to £2.5 million in 2023.

Our expenditure increased from £11.5 million to £11.8 million, reflecting the fact that we continued to invest in our people, infrastructure and the number of charities we support. We were able to maintain our grant spend to charities of £4.6 million.



MCR Pathways

Youth Endowment Fund

We received a £200 million grant from the Home Office in April 2019 which is to be spent over ten years to 2029. The grant was included in full in the income for 2019.

£200 million

We received a £200 million grant from the Home Office in April 2019

Investments from the fund returned a net gain of £13.5 million (including income and market value gain) in the 12 months to 31 March 2024. Additional grant income received during the period totalled £5.1 million.

Expenditure in the 12 months to 31 March 2024 totalled £30.5m, of which £25.8m was on grants to interventions with a further £4.7m spend on activities we undertook directly.

Of the grant, £151m remained invested with Goldman Sachs and remained the largest component of the balance sheet at the year-end. The restricted fund at the year-end amounted to £150.3m (£148.1m for the Home Office grant, £1.7m for the Centre of Excellence grant and £0.5M from other grants received).



Reserves and reserves policy

Impetus (excluding the Youth Endowment Fund)

Impetus has healthy unrestricted reserves and a strong cash position at the balance sheet date. Our reserves policy, as initially approved by the Board in March 2014, entails:

- Minimum unrestricted funds being set as six months operating costs and the cash cost of any office lease commitment up until the break; and
- Unrestricted funds not being designated by the Trustees. Rather, a narrative is used to explain how unrestricted funds would be used against ongoing grant agreements and planned new investments.

Our unrestricted funds were £7.8 million as at 31 March 2024 (2023: £8.0 million). The minimum level of unrestricted reserves to comply with our reserves policy is £5 million (2023: £3 million).

£7.8 million

Our unrestricted funds were £7.8 million as at 31 March 2024

However, given the longer-term nature of our investments, a proportion of our funds are earmarked for fulfilling future funding commitments to our charities' partners. The total value of grants to portfolio charities that are authorised but not accrued as expenditure at 31 March 2024 was £4.2 million (2023: £2.2 million); an increase as a number of grant agreements were reviewed during the year as part of our funding process.

These grants only become an obligation to Impetus if the charities achieve specific milestones. The authorised amount of £4.2 million relates to the current portfolio charities and excludes any amounts in respect of new investees or next phase investments yet to be

approved by the Investment Committee. If all current grant agreements progress as planned, then the grants made in 2025–26 will be £1.7 million.

Our level of reserves is such that we can reduce them over the next few years (though remaining above the minimum level) as we continue to support more organisations, including through grants and funds, for a significant period in their journey to scaling impact.

In the longer-term, we will need to raise additional funds to fulfil our commitments and the strategy agreed by the Board in June 2024 is designed to increase our sustainability.

Youth Endowment Fund

The Impetus Board, as sole Trustee, agreed a policy of holding minimum restricted funds in respect of the Home Office funded work equal to six months' operating expenditure. The receipt of the Home Office grant at the outset of our work means that this policy is comfortably met.

Going concern

We consider that we have adequate financial reserves to continue to deliver our plans and that we have a reasonable expectation that we will have adequate resources to continue in operational existence for the foreseeable future and that there are no material uncertainties that call into doubt the charity's ability to continue.

Investment policy for funds other than the Youth Endowment Fund

Given the need to be able to honour long-term commitments to the charities it funds, the Board has adopted a cautious investment strategy with funds received by Impetus for activities other than the Youth Endowment Fund invested in deposit accounts.



Investment policy and objectives for the Youth Endowment Fund

The grant from the Home Office was invested and has been managed by Goldman Sachs who were appointed after a competitive selection process. The investment objective is to achieve an average nominal return of 2%, net of management fees, over the life of the fund.

As at the 31 March 2024, of the total portfolio of £151 million, £77 million was invested in fixed income bonds and £33.5 million in equities. The performance of the managed fund against the target is most usefully measured over a longer period than was available in 2024. The Trustees consider that the portfolio performed well, taking advantage of the equities markets during the pandemic with a well-defined glide path to reduce equity risk post year-end.

To ensure that there are sufficient funds to cover planned grant giving and the costs of the partners in managing the YEF, the equivalent of six months forecast spending is held in cash and cash equivalents.

The investment portfolio has historically been divided into three sub-portfolios, each invested in different types of asset:

- Liquidity sub-portfolio – cash and cash equivalent investments.
- Mid-term sub-portfolio – investment grade government and corporate bonds.
- Growth sub-portfolio – global equities.

The balance between the three portfolios will vary over time in line with the fund's planned cash flows and the need to limit the level of capital risk within the portfolio.

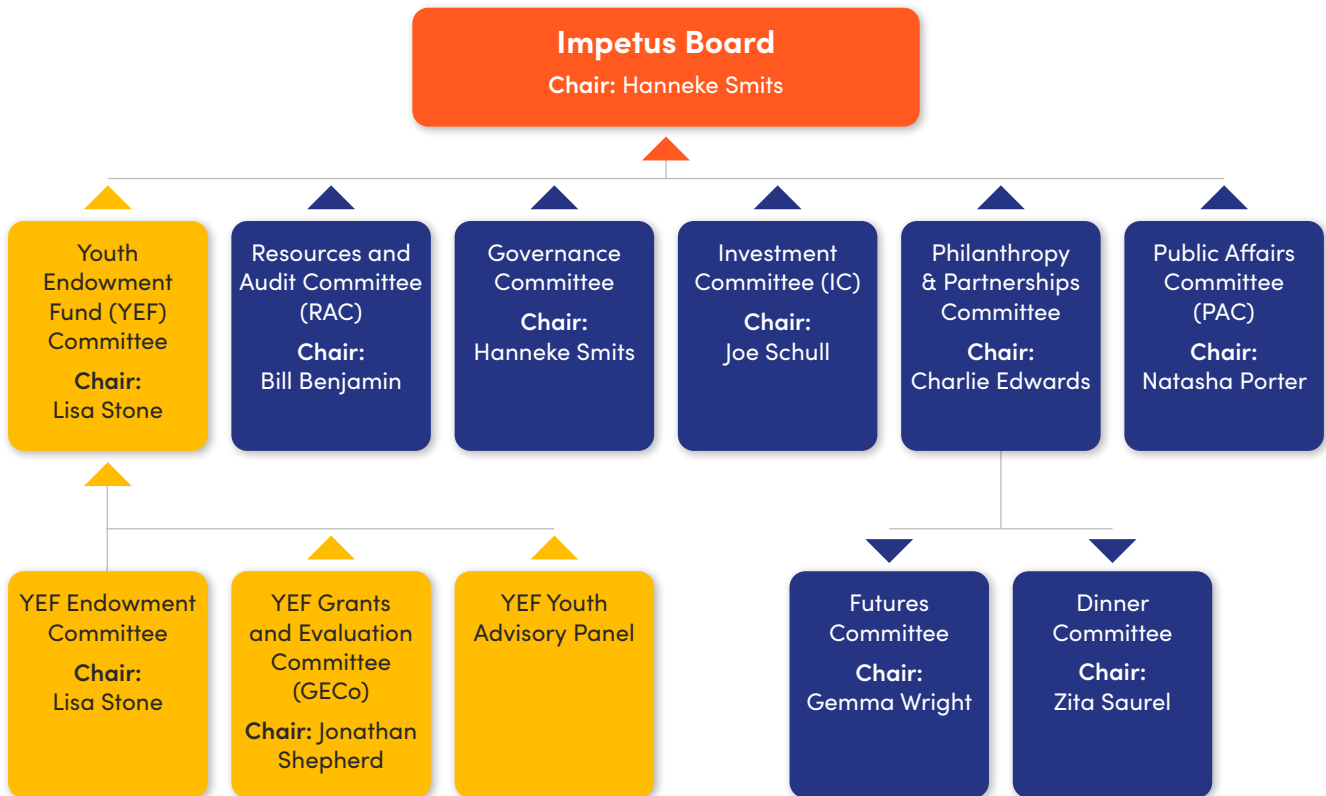
Post year-end, in line with Committee instructions, the decision was taken to fully derisk the equity portion of the portfolio by selling out all equity exposure. The investment portfolio is therefore currently divided into two sub-portfolios: liquidity and mid-term, respectively.

To limit currency risk in the portfolio, cash and cash equivalent investments are only invested in sterling instruments. Bond investments are in sterling or hedged back into sterling. Hedging of non-sterling currency exposure arising from overseas equity investments is permitted but not required.

The fund managers are required to integrate consideration of environmental, social and governance (ESG) issues into their investment process in a thoughtful manner and actively engage with companies to improve their ESG practices and policies. Given the fund's social objectives, the Trustees considers it inappropriate to invest in certain companies whose activities have a clearly negative social impact. No direct or indirect investment is therefore permitted in companies whose principal activity is in tobacco and alcohol manufacturing, armaments and controversial weapons, gambling, adult entertainment and high-interest-rate lending.

The focus during this year has been on building out the investment portfolio as market opportunities presented themselves whilst being mindful of the impact of ongoing geo-political events, including the war in Ukraine, recent economic forecasts and events. The Investment Committee alongside the investment managers reviewed the state of the portfolio ensuring the investment strategy remains prudent and protects the charity's investment.

Structure, governance and management



Governance and management

Impetus is a charitable company registered with the Charities Commission (Charity number 1152262) registered in 2013 under its Memorandum and Articles (governing document). The governing body of the charity is the Board of Trustees, listed on the administrative details page.

The governing body also meets as the sole corporate Trustee of The Youth Endowment Fund, a registered charitable trust.

The appointment of a new Trustee takes place after due consideration from both parties. This is vital to ensuring a good strategic fit for the Board and the prospective Trustee. Over time, new Trustees meet our charities to gain a good understanding of our work. New Trustees are also briefed on their obligations under charity and company law, the Memorandum and Articles of Association, the committee and decision-making processes, the business plan and the financial performance of the charity. During their induction, they meet members of staff and other Trustees whom they had not previously met. Trustees attend training events which facilitate the undertaking of their role.

Trustees are typically elected for three-year periods and may be re-elected for a further three-year period. The Chair conducts an annual appraisal of the Board's performance and composition and the functioning of its committees, and a designated Trustee conducts a review of the Chair's role and performance.

The Board sets strategy and reviews policy. Day-to-day responsibility is delegated to the Chief Executive Officer, who works closely with the Chair. During 2023/24, the Board met six times. There were five committees reporting to the Impetus Board in 2024: Investment, Governance, Resources and Audit, Public Affairs and the Youth Endowment Fund Committee. The Youth Endowment Fund Committee has two further sub committees, the Grants and Evaluation Committee and the Endowment Investment Committee.

The committees ensure in-depth review and oversight of our activities. They ensure that the specific areas of focus are led, where possible, by Trustees. Trustees are aware of and comply with the duty to act in the public benefit in accordance with Section 17 of the Charities Act 2011.

Investment Committee

The Committee is responsible for ensuring that Impetus manages well a balanced portfolio that helps us deliver our mission. The Committee scrutinises individual investment proposals and recommends for Board ratification the charities that should enter, progress through and exit the portfolio. The committee also reviews how each charity is progressing through our Outcomes Framework in the semi-annual Charity Review as well as its progress against funding milestones.

Governance and Nominations Committee

The Committee has a strategic role in defining the role of the Board as well as how the Board interacts with its committees. It also directs the Trustee recruitment process and Trustee responsibilities. The Committee is responsible for conducting the Chair evaluation as well as advising on Trustee and Board development.

Resources and Audit Committee

The Committee is responsible for reviewing and monitoring all financial and operational aspects of Impetus and reports to the Board on such matters, including financial risk management and people. Due to the size and nature of the organisation, the committee considers that an internal audit function is not required. The committee also helps ensure that Impetus maintains and develops relationships with its donors, co-investors and supporters in order for Impetus and its charities to receive the funding, pro bono and other relevant support to achieve its overall mission and strategy.

Public Affairs Committee

The Committee supports Impetus in defining and achieving our public affairs goals. The Committee reviews our public affairs strategy to ensure it is aligned with our organisational mission, and achievable in terms of the external landscape. Committee members also review research and publications in draft to help ensure our public work is high-quality, and relevant to those we are seeking to reach and influence. Annually, the Committee review progress against the public affairs KPIs, to assess performance and impact.

Philanthropy and Partnerships Committee

The Committee supports Impetus' philanthropy and partnership teams in our efforts to increase donor engagement and stewardship, as well as overseeing key fundraising events.

The Youth Endowment Fund

Impetus acts as the sole corporate Trustee through its board of Trustees. Impetus established the Youth Endowment Fund Charitable Trust Committee as a committee of its board. The Committee has delegated responsibility for the management of the Youth Endowment Fund and compliance with, and implementation of the Home Office Grant Agreement. Impetus has the following matters reserved to it, receiving recommendations from the Committee on each matter:



Impetus staff awayday 2024

- The overall strategy for the charity and the grants strategy or any material changes thereto
- A budget and business plan for the charity within the framework set by the Home Office Grant Agreement and Partnership Agreement
- The appointment or termination of appointment of Committee members and the YEF Executive Director; individual grants or material changes to existing grants with a value in excess of £10 million, including those made from Supplementary Funding
- The terms of any partnerships with other funders, where their funding is in excess of £10 million
- The Investment Policy and the appointment of investment managers
- The Committee has two sub-committees, the Grants and Evaluation Committee and the Endowment Investment Committee

The Youth Endowment Fund – The Grants and Evaluation Committee

The Grants and Evaluation Committee provides oversight and scrutiny of grants to Project Implementation Partners and agreements with independent evaluators. It makes recommendations in respect of individual grants, monitors grants awarded and produces reports for the YEF Committee.

The Youth Endowment Fund – The Endowment Investment Committee

The Endowment Investment Committee has delegated responsibility for the investment management of the Youth Endowment Fund. The Trustees consider that the portfolio performed well, taking advantage of the equities markets during the pandemic with a well-defined glide path to reduce equity risk post year-end.

Remuneration arrangements for key management personnel

The Trustees consider the Impetus board and the senior management team to be the key management personnel for reporting purposes. In 2024, the senior management team at Impetus (excluding the YEF Charitable Trust)



Impetus Triathlon 2023

comprised the Chief Executive Officer, Director of Public Affairs, Portfolio Director, Director of Philanthropy and Partnerships, Director of Finance and Operations and the Director of Digital and Information.

Trustees receive no remuneration. Employee pay is set by reference to an upper quartile salary benchmark which is established using a salary survey for the sector which Impetus subscribes to. The remuneration is agreed by the Resources and Audit Committee with a recommendation from the Chair in respect of the Chief Executive Officer.

Fundraising

We do not use external professional fundraisers and did not receive any complaints about our fundraising activities. We fundraise by soliciting donations from organisations and individuals. We also organise fundraising events including those where individuals fundraise directly for us. We are registered with the Fundraising

Regulator and pay its annual levy and comply with its Code of Fundraising Practice.

Safeguarding

Impetus is committed to protecting our staff, volunteers, partner organisations and the people we work with alongside the interests of the young people we support and who benefit from the grants we make. Our safeguarding policies and procedures set out clear expectations of our staff and charity partners ensuring we effectively manage our risk, whilst setting out clear accountability mechanisms.

We have a dedicated senior safeguarding lead and our Board and our Resources and Audit Committee receive any necessary safeguarding updates. All staff are made aware of our safeguarding policies and procedures during their induction. We continue to support and work with our charity partners to ensure the risks surrounding safeguarding are monitored and managed effectively.

Risk and internal control

The Trustees are responsible for ensuring that the charity has an appropriate system of controls, financial and otherwise. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention of fraud and other irregularities.

Assisted by the executive and the Resources and Audit Committee, the Board regularly reviews and assesses the major risks to which Impetus is exposed. Movements against risks are reviewed at Board meetings with mitigating actions and controls discussed.

The most significant risks identified by the Board post our current mitigation strategies are:

Risk	Mitigation
Our ability to continue fundraising against the backdrop of a difficult economic climate; challenges in renewing donors and/or winning new business	<p>The economic downturn, coupled with the high inflation and cost-of-living crisis, may force organisations to cut costs, which could result in a reduction of our corporate donations, particularly affecting our fundraising events. Both our organisation and our charity partners are feeling the impact of these challenging financial conditions.</p> <p>Continued success with our co-investment donors has increased our financial sustainability and diversified our donor mix.</p> <p>Banked and committed income is in line with expectations for the year, with income from new sources being positive. We have formed a Philanthropy and Partnerships Committee and a new chair has been appointed. In line with diversifying our donor mix, we are reviewing prospective markets beyond private equity and developing our events offering.</p>
Reputational Risk relating to governance of safeguarding, both internally, within a funded partner or a donor	<p>A full review of safeguarding policy and procedures with external consultants (FSC) has begun, with two staff having had specific safeguard lead training already.</p> <p>Once documentation and processes are clear and updated, before the end of the year, training (general for all, and tailored for select teams) will follow.</p> <p>By April 2025, the new staff and trustee induction process will include basic safeguarding training by an internal safeguard lead. Furthermore, we will work with the Board to appoint a designated safeguarding trustee.</p> <p>The safeguarding working group will continue to work closely with the two DSLs to ensure safeguarding remains a priority for Impetus.</p> <p>All safeguarding-related policies and documents will be monitored and updated annually (or more frequently if required). Finally, the safeguarding sector of the website is to be updated following the review.</p>
Funded partners face significant financial, governance, legal challenges	<p>Given that we have invested in a greater proportion of smaller charities, as well as the majority of our funded partners having been in the portfolio for less than three years, the portfolio carries increased risk.</p> <p>Our approach to risk management and engaged support model will continue to help us surface risks and provide advice and capacity building to help organisations manage such.</p> <p>Next steps to continue to improve our risk management in this area include:</p> <ol style="list-style-type: none"> 1. A more explicit consideration of overall portfolio risk when making new investment decisions 2. Clearer protocols for communicating any portfolio risks with philanthropy and communications teams

These risks are monitored by the Resources and Audit Committee and the Impetus Board of Trustees, which reviews risk movements and the various mitigation strategies in place to manage risks.

The Board believes these risks cannot be fully eliminated but they can be managed through looking to reduce their impact and the chance of their occurrence as part of the reviews.

Statement of Trustees' responsibilities

The Trustees (who are the directors of the charitable company) are responsible for preparing the Trustees' Report, and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 the group and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and group for that period. In preparing these financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgments and accounting estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and 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 the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Impetus website. Legislation in the United Kingdom governing the preparation and dissemination of the financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that to the best of his/her knowledge there is no information relevant to the audit of which the auditors are unaware. The Trustees also confirm that they have taken all necessary steps to ensure that they themselves are aware of all relevant audit information and that this information has been communicated to the auditors.

The Trustees' Report, incorporating the directors' report and strategic report, was approved by the Trustees on 24 September 2024 and signed on their behalf by the Chair.

Hanneke Smits



Chair of Impetus

Independent auditor's report to the Trustees of Impetus – The Private Equity Foundation

Opinion

We have audited the financial statements of Impetus – The Private Equity Foundation for the year ended 31 March 2024 which comprise the Consolidated Statement of Financial Activities, the Charity Statement of Financial Activities, the Consolidated and Charity Balance Sheets, the Consolidated Cash Flow Statement 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 group's and of the parent charitable company's affairs as at 31 March 2024 and of the group's and parent charitable company's net movement in funds, including the 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 group 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.

Conclusions relating to going concern

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.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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 Trustees are responsible for the other information. The other information comprises the information included in the Chair's Introduction, YEF Introduction and the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, 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 there is a material misstatement in the financial statements or a material misstatement of the other information. 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 and strategic 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 strategic report and 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 group and the parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report and strategic 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 by the parent charitable company; or

- The parent charitable company 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.

Responsibilities of trustees for the financial statements

As explained more fully in the Trustees' responsibilities statement set out on page 48, 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 group's and the parent 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 group or the parent 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.

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to trust law requirements relate to the use of restricted funds, charity law and GDPR, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011, and payroll tax.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition of voluntary income. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual descriptions and entries posted at unusual times; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 our 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 for 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.

Tracey Young
(Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP,
Statutory Auditor, 10 Queen Street Place
London EC4R 1AG

ACCOUNTS



Group financial statements

Consolidated Statement of Financial Activities For the year ended 31 March 2024

	Note	Restricted £	Unrestricted £	Year Ended 31 March 2024 Total £	Restricted £	Unrestricted £	15 months ended 31 March 2023 Total £
Income:							
Donations and grants	2a	9,087,659	6,199,001	15,286,660	12,747,860	6,846,431	19,594,291
Events and fundraising activities	2b	-	1,853,114	1,853,114	-	1,834,170	1,834,170
Investment	2c	4,911,629	154,782	5,066,411	5,688,700	27,322	5,716,022
Other	2d	-	417	417	-	16,756	16,756
Total income		13,999,288	8,207,314	22,206,602	18,436,560	8,724,679	27,161,239
Expenditure:							
Raising funds	3a	-	1,287,810	1,287,810	-	1,307,370	1,307,370
Charitable activities	3a	33,894,792	7,126,325	41,021,117	33,836,094	7,088,654	40,924,748
Total expenditure		33,894,792	8,414,135	42,308,927	33,836,094	8,396,024	42,232,118
Net expenditure		(19,895,504)	(206,821)	(20,102,325)	(15,399,534)	328,655	(15,070,879)
Transfers between funds		(33,907)	33,907	-	(94,090)	94,090	-
Net gains on investments	10	8,639,315	-	8,639,315	(18,641,701)	-	(18,641,701)
Net movement in funds		(11,290,096)	(172,914)	(11,463,010)	(34,135,325)	422,745	(33,712,580)
Reconciliation of funds:							
Funds at the start of the year	14	162,041,066	8,046,379	170,087,445	196,176,391	7,623,634	203,800,025
Funds at the end of the year	14	150,750,970	7,873,465	158,624,435	162,041,066	8,046,379	170,087,445

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14 to the financial statements.

The financial statements for Impetus (company registration number 08460519 and charity registration number 1152262), for the year ending 31 March 2024 were approved and authorised for issue by the Board on 24 September 2024.

The notes that follow form an integral part of these financial statements.

Charity Statement of Financial Activities

For the year ended 31 March 2024

	Note	Restricted £	Unrestricted £	Year ended 31 March 2024 Total £	Restricted £	Unrestricted £	15 months ended 31 March 2023 Total £
Income:							
Donations and grants	2a	3,234,161	6,199,001	9,433,162	3,172,983	6,846,431	10,019,414
Events and fundraising activities	2b	-	1,853,114	1,853,114	-	1,834,170	1,834,170
Investment	2c	-	154,782	154,782	-	27,322	27,322
Other	2d	-	34,324	34,324	-	62,109	62,109
Total income		3,234,161	8,241,221	11,475,382	3,172,983	8,770,032	11,943,015
Expenditure:							
Raising funds	3e	-	1,287,810	1,287,810	-	1,307,370	1,307,370
Charitable activities	3e	3,394,385	7,126,325	10,520,710	3,135,247	7,088,654	10,223,901
Total expenditure		3,394,385	8,414,135	11,808,520	3,135,247	8,396,024	11,531,271
Net expenditure		(160,224)	(172,914)	(333,138)	37,736	374,008	411,744
Transfers between funds		-	-	-	-	-	-
Net movement in funds		(160,224)	(172,914)	(333,138)	37,736	374,008	411,744
Reconciliation of funds:							
Funds at the start of the year		602,965	8,046,379	8,649,344	565,229	7,672,371	8,237,600
Funds at the end of the year		442,741	7,873,465	8,316,206	602,965	8,046,379	8,649,344

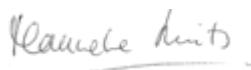
The notes that follow form an integral part of these financial statements.

Consolidated and Charity Balance Sheets As at 31 March 2024

	Note	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Fixed assets					
Intangible fixed assets	9(a)	113,820	130,080	-	-
Tangible fixed assets	9(b)	17,311	13,914	17,311	13,914
Investments	10	150,886,547	154,643,333	1	1
		151,017,678	154,787,327	17,312	13,915
Current assets					
Debtors	11	972,537	1,626,071	843,713	769,930
Cash at bank and in hand		12,927,468	14,864,448	7,980,907	8,263,016
		13,900,005	16,490,519	8,824,620	9,032,946
Creditors: amounts due within one year	12	(6,293,248)	(1,190,401)	(525,726)	(397,517)
Net current assets		7,606,757	15,300,118	8,298,894	8,635,429
Net assets	13	158,624,435	170,087,445	8,316,206	8,649,344
Funds					
Restricted funds	14	150,717,063	162,041,066	442,741	602,965
Unrestricted funds	14	7,907,372	8,046,379	7,873,465	8,046,379
Total funds		158,624,435	170,087,445	8,316,206	8,649,344

The financial statements for Impetus (company registration number 08460519 and charity registration number 1152262), for the year ending 31 March 2024 were approved and authorised for issue by the Board on 24 September 2024.

Hanneke Smits



Trustee

The notes that follow form an integral part of these financial statements.

Consolidated Cash Flow Statement For the year ended 31 March 2024

	Note	2024 £	15 months ended 31 March 2023 £
Net cash used in operating activities	(a)	(19,385,997)	(21,396,833)
Cash flows from investing activities:			
Dividends and interest from investments		5,066,411	5,716,022
Purchase of software and equipment		(13,495)	(22,973)
Proceeds from sale of investments		12,001,505	24,556,611
Purchase of investments		394,596	(5,671,337)
Net cash provided by investing activities		17,449,017	24,578,323
Change in cash and cash equivalents in the year		(1,936,980)	3,181,490
Cash and cash equivalents at the beginning of the year		14,864,448	11,682,958
Cash and cash equivalents at the end of the year		12,927,468	14,864,448

(a) Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	15 months ended 31 March 2023 £
Net movement in funds	(11,463,010)	(33,712,580)
Losses/(Gains) on investments	(8,639,315)	18,641,701
Dividends and interest from investments	(5,066,411)	(5,716,022)
Loss on disposal of fixed assets	-	-
Depreciation and amortisation	26,358	26,331
Decrease/(Increase) in debtors	653,534	(506,484)
Increase/(Decrease) in creditors	5,102,847	(129,779)
Net cash used in operating activities	(19,385,997)	(21,396,833)

The charity has no debt, so no analysis of net debt is presented.

The notes that follow form an integral part of these financial statements.

Notes to the Financial Statements

For the year ended 31 March 2024

1. Accounting policies

- a) The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) Second Edition effective 1 January 2019 and the Companies Act 2006.

Impetus – The Private Equity Foundation is a company, number 08460519, limited by guarantee and incorporated in England and Wales. Its registered office is at Golden Cross House, 8 Duncannon Street, London, WC2N 4JF.

The charity constitutes a public benefit entity as defined by FRS 102.

The financial statements of the wholly owned subsidiary, PEF Trading Limited, have been consolidated with those of the charity on a line-by-line basis. The financial statements of The Youth Endowment Fund Charitable Trust have also been consolidated in the accounts of the group.

The charity is the sole corporate trustee of The Youth Endowment Fund Charitable Trust (YEF), a registered charity number 1185413. The activities of the subsidiary charity, YEF, have been included as a restricted fund in the accounts of the group.

Going concern

The accounts are prepared on the going concern basis as the Trustees expect that the activities will continue for the foreseeable future and Impetus has healthy reserves and a strong cash position at the balance sheet date. There are no material uncertainties that call into doubt the charity's ability to continue in operational existence.

- b) Income is included in full in the statement of financial activities once the charity has entitlement to the income; it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants to Impetus are recognised in full in the statement of financial activities in the year in which they are receivable, or in the case of grants with associated eligibility criteria, in the year in which those criteria are satisfied.

Where entitlement to grants receivable is dependent upon fulfilment of conditions within the charity's control, the income is recognised when there is sufficient evidence that conditions will be met. Where there is uncertainty as to whether the charity can meet such conditions, recognition of income is deferred.

- c) Donated services and facilities are recognised as income and expenditure in the financial statements when companies or individuals offer their professional expertise on a pro bono basis. The value of these donated services and facilities is an estimated figure based upon the valuation the professional individual or organisation places upon the time, services and facilities they have provided to Impetus. Individuals offering their time to work in areas where they are not undertaking their profession are classified as volunteers and their time is not quantified in the accounts, but is disclosed in the Trustees' Report. All of these amounts are treated as unrestricted donations.
- d) Expenditure is recognised on an accruals basis, inclusive of any VAT which cannot be recovered. 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 settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is allocated to the particular activity where the cost relates exclusively and directly to that activity. In addition, an allocation of salary and overhead costs of the central function is made and is apportioned based upon staff estimates of time spent on each activity (including the time of the executives who offer their services on a pro bono basis).

Expenditure on raising funds relate to the costs incurred by the charitable company in raising funds for the charitable work. This includes an allocation of salary and overhead costs of the central function and is apportioned based upon staff estimates of time spent on fundraising activity.

- e) Grants payable to charities are charged in the year when the offer is conveyed to the investee charity except in those cases where the offer is conditional, which is typical of investee charities of Impetus. Funding is usually offered over a period of up to five years, which is reviewed on a regular basis throughout the funding relationship. Continued funding is conditional upon the

Notes to the Financial Statements

For the year ended 31 March 2024

charities meeting specified milestones. Conditional grants are recognised as expenditure when the conditions are fulfilled. If the conditions have not been met at the year end, the grants are disclosed as a future commitment but are not shown as expenditure.

Grants payable to interventions by the YEF are charged in the year in which they are disbursed to the intervention. Continued funding is conditional on the interventions meeting specified milestones. Conditional grants are recognised as expenditure when the conditions are fulfilled. If the conditions have not been met at the year end, the grants are disclosed as a future commitment but are not shown as expenditure.

- f) The group's financial instruments all qualify as basic financial instruments in accordance with Section 11 of FRS102 and are recognised on the following bases:
- i. Investments in subsidiaries are measured at cost less provision for impairment.
 - ii. Other investments are measured at market value at the balance sheet date.
 - iii. Cash and cash equivalents represent bank balances and deposits held in sterling.
 - iv. Debtors, including Gift Aid receivable, are measured at the transaction price less any provision for doubtful debts.
 - v. Trade creditors are measured at the transaction price.
- g) Items of equipment and software are capitalised where the purchase price or the cost of the capital project exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.
- h) Depreciation and amortisation are provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follow:
- | | |
|-----------------------|-------------|
| Computer equipment | Three years |
| Computer software | Ten years |
| Office equipment | Four years |
| Fixtures and fittings | Five years |
- i) Short-term deposits represent cash on deposit.
- j) Unrestricted funds are donations and other income receivable or generated for the objects of the charity.
- k) Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is matched to the restricted funds, together with a fair allocation of overheads and support costs, if appropriate.
- l) The group operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the group in an independently administered fund. The pension cost charge represents contributions payable under the scheme by the group to the fund. The group has no liability under the scheme other than for the payment of those contributions.
- Pension contributions are also made on behalf of eligible employees and are paid into personal pension schemes as nominated by the employee and contributions pass through the SOFA as incurred.
- m) Transactions in foreign currencies are translated into sterling at the rates of exchange current at the date of the transaction. Foreign currency monetary assets and liabilities in the balance sheet are translated into sterling at the rates of exchange ruling at the end of the year. Resulting exchange gains and losses are taken to the statement of financial activities.
- n) Leases are regarded as operating leases and the rentals are charged to operating expenses on a straight-line basis over the term of the lease. Operating lease incentives received are added to the lease rentals and charged to operating expenses over the life of the lease. The charity has no finance leases.
- o) The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. The key judgment which has had the most significant effect on amounts recognised in the financial statements relates to the recognition and measurement of Donated Services (see note 1(c)).

Notes to the Financial Statements For the year ended 31 March 2024

2. Total income

2 (a). Donations and grants

	Group 2024 Total £	Group 15 months ended 31 March 2023 Total £	Charity 2024 Total £	Charity 15 months ended 31 March 2023 Total £
Other grants	7,303,157	10,737,002	2,200,488	2,093,805
Donated services	3,620,406	3,415,308	2,869,577	2,483,628
Income for Engage and Connect Funds	1,033,673	898,660	1,033,673	898,660
Cash donations from individuals and companies	3,329,424	4,543,321	3,329,424	4,543,321
Donations and grants	15,286,660	19,594,291	9,433,162	10,019,414

Donations and events income received from Trustees for the charity totalled £221,770 (2023: £259,090)

Donated services represent pro bono services and facilities received by Impetus and the Youth Endowment Fund (YEF). These services relate both to work performed for Impetus or the YEF, and for our portfolio charities and are included as expenditure under Note 3.

2 (b). Events and fundraising activities

Fundraising events	1,853,114	1,834,170	1,853,114	1,834,170
--------------------	-----------	-----------	-----------	-----------

2 (c). Investment

Interest receivable	187,383	44,685	154,782	27,322
Fixed income bonds	619,763	797,782	-	-
Global equities	4,259,265	4,873,555	-	-
Investment income	5,066,411	5,716,022	154,782	27,322

2 (d). Other income

Contract income	417	16,755	14,116	41,365
Capacity building	-	-	20,208	20,744
	417	16,755	34,324	62,109
Total income	22,206,602	27,161,238	11,475,382	11,943,015

2 (e). Additional funds raised for portfolio charities

Additional funds raised for charities are donations made directly to the portfolio charities where Impetus was instrumental in obtaining those funds. These amounts are not included in Impetus' own financial statements nor those of the group.

	2024 Total £	15 months ended 31 March 2023 Total £
Total additional funds generated by Impetus for portfolio charities	6,710,880	6,828,010

Notes to the Financial Statements For the year ended 31 March 2024

3. Expenditure

3 (a). Total expenditure – Group

	Grant funding £	Activities undertaken directly £	Support costs £	Group Total 2024 £
Note for the current year	Note 4	Note 3(b)	Note 3(c)	
Raising funds				
Fundraising and events	-	-	1,287,810	1,287,810
Charitable activities				
Supporting charities	-	4,987,789	2,734,067	7,721,856
Evaluation and research	6,600,788	-	-	6,600,788
Grants payable (note 4)	23,078,067	-	-	23,078,067
Donated services	750,829	2,082,952	786,625	3,620,406
Total charitable activities	30,429,684	7,070,741	3,520,692	41,021,117
Total expenditure	30,429,684	7,070,741	4,808,502	42,308,927
	Grant funding £	Activities undertaken directly £	Support costs £	Group Total 15 months ended 31 March 2023 £
Note for the prior year	Note 4	Note 3(b)	Note 3(c)	
Raising funds				
Fundraising and events	-	-	1,307,369	1,307,369
Charitable activities				
Supporting charities	-	5,159,559	3,307,577	8,467,136
Evaluation and research	5,897,952	-	-	5,897,952
Grants payable (Note 4)	23,144,352	-	-	23,144,352
Donated services	931,680	1,779,789	703,839	3,415,308
Total charitable activities	29,973,984	6,939,348	4,011,416	40,924,748
Total expenditure	29,973,984	6,939,348	5,318,785	42,232,117

Notes to the Financial Statements For the year ended 31 March 2024

3 (b). Activities undertaken directly - Group

	Group 2024 £	Group 15 months ended 31 March 2023 £
Staff costs	4,151,346	4,225,214
Consultancy costs	279,181	426,639
Office costs	273,799	305,490
Depreciation and amortisation	4,860	3,078
Donated services	2,082,952	1,779,789
Other costs	278,606	199,139
	7,070,744	6,939,349

3 (c). Support costs – Group

	Raising funds £	Charitable activities £	Total 2024 £	Raising funds £	Charitable activities £	Total 15 months ended 31 March 2023 £
Staff costs	794,539	1,313,904	2,108,443	744,262	1,525,522	2,269,784
Office costs	151,463	393,952	545,415	134,118	469,374	603,492
Depreciation	2,689	2,585	5,274	1,351	1,577	2,928
Donated services	-	786,625	786,625	-	703,839	703,839
Fundraising events costs	172,802	-	172,802	385,827	-	385,827
Investment management fees	-	370,839	370,839	-	576,148	576,148
Other costs	166,317	652,787	819,104	41,812	734,956	776,768
	1,287,810	3,520,692	4,808,502	1,307,370	4,011,416	5,318,786

Included within support costs above are governance costs totalling £126,883 (2022–23: £180,905).

3 (d). Pro bono income and expenditure – Group and Charity

Donated services are analysed as income and expenditure within the financial statements. The split of donated services across portfolio charities and other activities is as follows:

	2024 £	15 months ended 31 March 2023 £
Unrestricted		
Support to portfolio charities	2,082,952	1,779,789
Support to Impetus for portfolio work	750,000	665,641
Support to Impetus	36,625	38,198
Youth Endowment Fund	750,829	931,680
Total donated services	3,620,406	3,415,308

Notes to the Financial Statements For the year ended 31 March 2024

3 (e). Total expenditure – Charity

Note for the current year

	Grant funding £	Activities undertaken directly £	Support costs £	Total 2024 £
		Note 3(f)	Note 3(g)	
Raising funds				
Fundraising and events	-	-	1,287,810	1,287,810
Charitable activities				
Supporting charities	-	2,025,503	1,009,392	3,034,895
Grants payable (Note 4)	4,616,238	-	-	4,616,238
Donated services	-	2,082,952	786,625	2,869,577
Total charitable activities	4,616,238	4,108,455	1,796,017	10,520,710
Total expenditure	4,616,238	4,108,455	3,083,827	11,808,520

Note for the prior year

	Grant funding £	Activities undertaken directly £	Support costs £	15 months ended 31 March 2023 £
Raising funds				
Fundraising and events	-	-	1,307,370	1,307,370
Charitable activities				
Supporting charities	-	1,942,862	1,153,606	3,096,468
Grants payable (Note 4)	4,643,805	-	-	4,643,805
Donated services	-	1,779,789	703,839	2,483,628
Total charitable activities	4,643,805	3,722,651	1,857,445	10,223,901
Total expenditure	4,643,805	3,722,651	3,164,815	11,531,271

Notes to the Financial Statements For the year ended 31 March 2024

3 (f). Activities undertaken directly – Charity

	2024 £	15 months ended 31 March 2023 £
Staff costs	1,468,238	1,435,155
Office costs	273,799	305,490
Depreciation	4,860	3,078
Donated services	2,082,952	1,779,789
Other costs	278,606	199,139
	4,108,455	3,722,651

3 (g). Support costs – Charity

	Raising funds £	Charitable activities £	Total 2024 £	Raising funds £	Charitable activities £	15 months ended 31 March 2023 £
Staff costs	794,539	705,638	1,500,177	744,262	885,668	1,629,930
Office costs	151,463	145,638	297,101	134,118	156,470	290,588
Depreciation	2,689	2,585	5,274	1,351	1,577	2,928
Donated services	-	786,625	786,625	-	703,839	703,839
Fundraising events costs	172,802	-	172,802	385,827	-	385,827
Other costs	166,317	155,531	321,848	41,811	109,891	151,702
	1,287,810	1,796,017	3,083,827	1,307,369	1,857,445	3,164,814

Included within support costs above are governance costs totalling £126,833 (2022–23 - £180,905).

Notes to the Financial Statements

For the year ended 31 March 2024

4. Grants payable

	2024 £	15 months ended 31 March 2023 £
Grants payable fall in three categories:		
- paid to Impetus portfolio charities	4,616,238	4,643,805
- paid to Impetus research organisations	-	-
- paid to Youth Endowment Fund interventions	18,461,827	18,500,547
	23,078,065	23,144,352
	2024	15 months ended 31 March 2023 £
Grants paid to portfolio charities in the year were as follow:		
Access Project	225,000	275,000
Action Tutoring	100,000	100,000
ADA	300,000	137,500
Babbasa Youth Empowerment Projects CIC	122,500	40,000
Career Ready	55,000	105,809
City Gateway	381,250	375,000
Empire Fighting Chance	50,000	-
Football Beyond Borders	300,000	493,750
Generation: You Employed UK	300,000	50,000
IMO Charity	70,000	30,000
IntoUniversity	50,000	125,000
Jon Egging Trust	221,250	75,000
Khulisa	175,000	75,000
Kids Inspire	163,750	80,000
Mama Youth	30,000	160,000
MCR Pathways	375,000	225,000
Miss Macaroon	5,000	-
Olive Academies	159,000	125,000
Power the Fight	1,000	-
Resurgo	240,488	457,996
School of Hard Knocks	50,000	-
Sister System Charity	172,500	30,000
Spiral Skills	1,000	-
Streets of Growth	50,000	-
The Difference	158,000	225,000
ThinkForward (2)	200,000	350,000
Think for the Future	-	40,000
Transforming Lives for Good	-	125,000
Tutor Trust	225,000	177,500
Venture Trust	-	50,000
Voice 21	183,000	210,000
West London Zone	252,500	506,250
Charity total	4,616,238	4,643,805

Notes to the Financial Statements

For the year ended 31 March 2024

Impetus adopts a three-stage approach to its portfolio investment in charities. The three stages are Focus, Build and Scale. The precise nature of the investment including term and amount invested is reviewed on a case-by-case basis by the Investment Committee. As a result, total annual payments to charities can vary significantly depending on the phase of the investment programme. At present, there are charities in the Focus, Build and Scale stages.

Continued funding of portfolio charities is conditional upon the charities meeting specified milestones. Conditional grants are recognised as expenditure when the conditions are fulfilled. If the conditions have not been met at the year end, the grants are noted as a future commitment but not shown as expenditure.

The total amount of grants authorised but not accrued as expenditure at 31 March 2024 was £4,188,500 (2022–23: £2,271,250). This amount relates to the charities listed above, but excludes any amounts in respect of new investees or next phase investments yet to be approved by the Investment Committee. If all current charity investees progress as envisaged, the phasing of future commitments is estimated as follows:

	£
2024–25	2,260,250
2025–26	1,697,000
2027–28	231,250
	4,188,500

	2024 £	15 months ended 31 March 2023 £
--	-----------	---------------------------------------

Grants paid by the Youth Endowment Fund to interventions in the year were as follow:

Achieving for Children	-	464,609
Artsworld Ltd	(16,641)	278,473
ASSIST Trauma Care	-	70,431
Behavioural Insights Ltd	533,760	213,784
Birmingham City Council	(991)	262,202
Bradford teaching hospital NHS Foundation Trust	259,999	-
Bridgend County Borough Council	281,182	-
Blackburn with Darwen Borough Council	-	69,013
Centre for Youth Impact (Part of YMCA-WC)	1,700	1,064,723
Empire Fighting Chance	-	152,780
Family Psychology Mutual CIC	557,267	121,257
Future Men	228,622	-
Greater Manchester Violence Reduction Unit	391,652	-
High Trees Community Development Trust	-	319,305
Imperial College London	(3,502)	367,658
Knowledge Change Action Ltd	393,651	-

Notes to the Financial Statements For the year ended 31 March 2024

	2024 £	15 months ended 31 March 2023 £
Grants paid by the Youth Endowment Fund to interventions in the year were as follow:		
Lancashire & South Cumbria NHS FT	92,821	227,734
Lifeline Community Projects	-	108,066
Lives Not Knives	-	27,088
London Borough of Lambeth	-	125,198
London VRU	2,291,071	2,332,153
Media Academy Cymru	293,883	313,519
Mental Health Foundation	241,359	622,553
National Children's Bureau (NCB)	286,644	-
Nesta	599,848	-
Redthread Youth Limited	147,215	454,547
REMEDI- Restorative Services	503,100	432,109
Right to Succeed CIO	333,332	-
Salford Foundation Ltd	507,233	222,793
South London and Maudsley NHS Foundation Trust (SLaM)	7,778	359,942
South Wales VRU	206,288	206,288
St Christopher's Fellowship	-	(62,000)
StreetGames UK	17,500	273,821
Tavistock Relationships	543,770	-
The Education Endowment Foundation	224,730	-
The English Football League Trust (FL Community Ltd)	306,934	224,466
The Global Fund for Children UK Trust	2,693,518	3,762,140
The Nottinghamshire Office of the Police and Crime	503,918	519,820
The Tavistock and Portman NHS Foundation Trust	-	(49,493)
The Titan Partnership	-	262,247
Trauma Informed Schools UK CIC	308,850	-
Triple P	624,256	-
UK Youth	353,763	-
United Borders	349,457	299,438
UpskillU Ltd	302,135	-
Violence Reduction Network for Leicester (OPCC)	1,038,315	498,541
Volunteering Matters	-	250,090
Wakefield Council Youth Work Team	-	50,078
WE ARE WITH YOU	196,630	292,200
West Midlands Police and Crime Commissioner	751,739	476,506
YES Outdoors	215,009	248,058
Young Devon	(553)	252,309
Youth Focus North East	-	270,664
Young Persons Advisory Service	142,176	244,090
Other grants paid below £200,000	1,752,409	1,871,347
Total	18,461,827	18,500,547

Notes to the Financial Statements

For the year ended 31 March 2024

Only grants of £50,000 and above have been individually disclosed in the note above. To obtain the detail of the grants included within 'other' please contact Impetus at its registered address.

The Youth Endowment Fund aims to prevent children and young people from getting caught up in crime and violence by making sure that those at most risk get the best possible support, as early as possible, to get on a positive path and succeed.

The total amount of grants authorised but not accrued as expenditure at 31 March 2024 was £50,945,000 (2022–23: £33,031,000). This amount relates to the organisations listed above. If all current interventions progress as envisaged, the phasing of future commitments is estimated as follows:

	2024 £	15 months ended 31 March 2023 £
2024	-	17,447,000
2025	27,710,000	11,926,000
2026	14,087,000	3,658,000
2027	9,148,000	-
	50,945,000	33,031,000

The above conditional grant commitments to organisations are underwritten by existing reserves (see Note 14).

5. Net income/(expenditure) for the year

This is stated after charging:

	Group 2024 £	Group 15 months ended 31 March 2023 £	Charity 2024 £	Charity 15 months ended 31 March 2023 £
Trustees' remuneration	-	-	-	-
Trustees' expenses	-	-	-	-
Depreciation and amortisation	26,358	26,331	10,098	6,006
Operating lease expenses	258,053	441,698	258,053	441,698
Auditors' remuneration for audit services	45,180	41,148	24,390	22,200

Directors and Officers insurance which covers the Trustees against any personal liability was provided at a cost of £11,702 (2022–23: £11,944).

Notes to the Financial Statements

For the year ended 31 March 2024

6. Subsidiaries

6a. Investment in PEF Trading Limited

The investment of £1 in PEF Trading Limited (PEFTL) represents the whole of the issued ordinary share capital of a company incorporated in England and Wales on 13 February 2012. PEFTL engaged in miscellaneous trading activities connected to Impetus but has not traded since 2015.

	As at 31 March 2024 £	As at 31 March 2023 £
Ordinary share capital	1	1
Profit and loss account	-	-
Shareholders' funds represented by net assets	1	1

6b. The Youth Endowment Fund Charitable Trust

On 10 April 2019, The Youth Endowment Fund Charitable Trust was established with Impetus as its sole corporate trustee. YEF is a registered charity, number 1185413.

Summary financial results of the Youth Endowment Fund:

	Year ended 31 March 2024 £	15 months ended 31 March 2023 £
Total income	10,765,127	15,263,577
Total expenditure	(30,534,314)	(30,746,202)
Gain on investments	8,639,316	(18,641,701)
Net movement in funds	(11,129,871)	(34,124,326)
Investments	150,886,547	154,643,333
Intangible assets	113,820	130,080
Current assets	5,373,364	7,711,014
Creditors: amounts due within one year	(6,065,502)	(1,046,327)
Net assets	150,308,229	161,438,100
Restricted funds	150,308,230	161,438,100
	150,308,230	161,438,100

Notes to the Financial Statements For the year ended 31 March 2024

7. Staff costs

Staff costs were as follows:

	Group 2024 £	Group 15 months ended 31 March 2023 £	Charity 2024 £	Charity 15 months ended 31 March 2023 £
Salaries and wages	5,372,034	5,571,597	2,543,574	2,635,140
Social security costs	610,132	644,261	293,064	300,708
Pension contributions	273,097	279,139	127,250	129,236
	6,255,263	6,494,997	2,963,888	3,065,084

The salary breakdown by employee is shown in the table below (where applicable).

Salary band	Number of employees	
	2024	15 months ended 31 March 2023
£60,000 – £70,000	10	18
£70,000 – £80,000	8	7
£80,000 – £90,000	4	6
£90,000 – £100,000	1	1
£100,000 – £110,000	1	–
£110,000 – £120,000	1	4
£120,000 – £130,000	–	1
£130,000 – £140,000	1	–

The employer's pension contributions for staff earning more than £60,000 per annum amounted to £108,779 (for the 15 month period ended 31 March 2023: £150,182).

Employee benefits, (salary, bonus, employer NI and employer pension contributions), paid for the senior management team totalled £2,007,871 for the year ended 31 March 2024 (for the 15 month period ended 31 March 2023: £1,810,774).

Staff numbers

The average monthly number of Charity and Group employees is shown below on a full-time equivalent and headcount basis:

	Group 2024	Group 15 months ended 31 March 2023	Charity 2024	Charity 15 months ended 31 March 2023
Full time equivalents	95.8	84.7	41.4	36.4
Headcount	102	89	45	38

8. Taxation

There are no taxable profits arising for the year ending 31 March 2024 (15 months to 31 March 2023 (nil)). Consequently Impetus has no liability to tax and no deferred tax.

Notes to the Financial Statements For the year ended 31 March 2024

9. Fixed assets

9(a). Intangible fixed assets

	Software £	Group Total £
Cost		
At the start of the year	160,593	160,593
Additions in period	-	-
At the end of the year	160,593	160,593
Amortisation		
At the start of the year	30,513	30,513
Charge for the period	16,260	16,260
At the end of the year	46,773	46,773
Net book value		
At the end of the year	113,820	113,820
At the start of the year	130,080	130,080

The charity has no intangible fixed assets

9(b). Tangible fixed assets

For the year ended 31 March 2024	Fixtures and fittings £	Office and computer equipment £	Group & Charity Total £
Cost			
At the start of the year	57,533	27,073	84,606
Additions in period	-	13,495	13,495
Disposals in period	-	-	-
At the end of the year	57,533	40,568	98,101
Depreciation			
At the start of the year	54,903	15,789	70,692
Charge for the period	656	9,442	10,098
Depreciation on disposals	-	-	-
At the end of the year	55,559	25,231	80,790
Net book value			
At the end of the year	1,974	15,337	17,311
At the start of the year	2,630	11,284	13,914

Notes to the Financial Statements For the year ended 31 March 2024

10. Investments

	Group 2024 £	Group 15 months ended 31 March 2023 £
Market value at 31 March 2023/December 2021	154,643,333	192,170,307
Disposals	(16,880,533)	(23,946,418)
Dividends and interest reinvested	4,879,028	5,671,337
Investment management fees deducted from portfolio	(394,596)	(610,192)
Realised gain/(loss)	27,052,172	(9,533,746)
Unrealised loss	(18,412,857)	(9,107,955)
Market value as at 31 March	150,886,547	154,643,333

Listed and unlisted investments at the year-end consist of amounts invested with Goldman Sachs for the Youth Endowment Fund. Impetus holds a £1 investment in PEF Trading Limited.

	Group 2024 £	Group 15 months ended 31 March 2023 £
Cash and cash equivalents	40,416,776	12,537,093
Fixed income bonds	76,941,701	89,100,396
Global equities	33,528,070	53,005,844
	150,886,547	154,643,333

11. Debtors

	Group 2024 £	Group 15 months ended 31 March 2023 £	Charity 2024 £	Charity 15 months ended 31 March 2023 £
Accrued income	485,110	1,273,562	130,000	236,879
Gift Aid	186,119	73,531	186,119	73,531
Amount due from subsidiary charity	-	-	297,980	253,442
Other debtors	56,352	53,066	56,352	53,066
Prepayments	244,956	225,912	173,262	153,012
	972,537	1,626,071	843,713	769,930

Notes to the Financial Statements For the year ended 31 March 2024

12. Creditors: amounts due within one year

	Group 2024 £	Group 15 months ended 31 March 2023 £	Charity 2024 £	Charity 15 months ended 31 March 2023 £
Trade and other creditors	5,582,974	659,654	23	77,106
Tax and social security	210,071	174,335	210,071	174,335
Accruals and deferred income	500,203	356,412	315,632	146,076
	6,293,248	1,190,401	525,726	397,517

13. Analysis of net assets between funds

Note for the current year	Restricted funds £	Unrestricted funds £	Total 2024 £
Group			
Tangible and intangible fixed assets	113,820	17,311	131,131
Investments	150,886,547	-	150,886,547
Net current assets/(liabilities)	(249,395)	7,856,157	7,606,762
	150,750,972	7,873,468	158,624,440
	Restricted funds £	Unrestricted funds £	Total 2024 £
Charity			
Tangible and intangible fixed assets	-	17,311	17,311
Investments	-	1	1
Net current assets	442,741	7,856,153	8,298,894
	442,741	7,873,465	8,316,206
Note for the prior year	Restricted funds £	Unrestricted funds £	15 months ended 31 March 2023 £
Group	£		
Tangible and intangible fixed assets	130,080	13,914	143,994
Investments	154,643,333	-	154,643,333
Net current assets	7,267,653	8,032,465	15,300,118
	162,041,066	8,046,379	170,087,445
	Restricted funds £	Unrestricted funds £	15 months ended 31 March 2023 £
Charity			
Tangible and intangible fixed assets	-	13,914	13,914
Investments	-	1	1
Net current assets	602,965	8,032,464	8,635,429
	602,965	8,046,379	8,649,344

Notes to the Financial Statements For the year ended 31 March 2024

14. Movements in Funds Group

	At the start of the period £	Income £	Expenditure £	Net gains/ (losses) on investments £	Transfer between funds £	At the end of the period £
Restricted funds						
Portfolio charities	-	2,200,488	(2,200,488)	-	-	-
Engage Fund	-	350,000	(350,000)	-	-	-
Connect Fund	377,086	683,673	(830,905)	-	-	229,854
Youth Jobs Gap	166,418	-	(12,992)	-	-	153,426
Covid Response Fund	59,461	-	-	-	-	59,461
Restricted funds	602,965	3,234,161	(3,394,385)	-	-	442,741
Unrestricted general funds	8,046,379	8,207,314	(8,414,135)	-	33,907	7,873,465
Total Charity funds	8,649,344	11,441,475	(11,808,520)	-	33,907	8,316,206
Youth Endowment Fund restricted funds						
Endowed Funds: Home Office	156,939,358	4,911,629	(22,347,210)	8,639,315	(33,907)	148,109,185
Centre of Excellence	2,901,089	-	(1,247,090)	-	-	1,653,999
#iwill	-	601,202	(601,202)	-	-	-
Co-operative	62,349	500,000	(540,980)	-	-	21,369
Comic Relief	1,473,145	100,000	(1,298,145)	-	-	275,000
Focused Deterrence	-	1,000,000	(1,000,000)	-	-	-
Trauma Informed	-	1,591,373	(1,591,373)	-	-	-
Violence Against Women and Girls	-	573,396	(573,396)	-	-	-
National Police Chiefs' Council	-	14,992	(14,992)	-	-	-
Arts Council England	37,500	37,500	(75,000)	-	-	-
Youth Futures Foundation (YFF)	24,660	-	(24,660)	-	-	-
YFF: Summer Jobs	-	17,538	(17,538)	-	-	-
Children in Need	-	666,668	(417,992)	-	-	248,676
General YEF funds	-	750,829	(750,829)	-	-	-
Total YEF restricted funds	161,438,101	10,765,127	(30,500,407)	8,639,315	(33,907)	150,308,229
Total group funds	170,087,445	22,206,602	(42,308,927)	8,639,315	-	158,624,435
Summary by type of fund						
Charity restricted funds	602,965	3,234,161	(3,394,385)	-	-	442,741
YEF restricted funds	161,438,101	10,765,127	(30,500,407)	8,639,315	(33,907)	150,308,229
Total restricted funds	162,041,066	13,999,288	(33,894,792)	8,639,315	(33,907)	150,750,970
Unrestricted general funds	8,046,379	8,207,314	(8,414,135)	-	33,907	7,873,465
Total group funds	170,087,445	22,206,602	(42,308,927)	8,639,315	-	158,624,435

Notes to the Financial Statements For the year ended 31 March 2024

Note for the prior year Group	At the start of the period £	Income £	Expenditure £	Net gains/ (losses) on investments £	Transfer between Funds £	At the end of the period £
Restricted funds						
Portfolio charities	-	2,093,805	(2,093,805)	-	-	-
Engage Fund	-	380,000	(380,000)	-	-	-
Connect Fund	505,768	518,660	(647,342)	-	-	377,086
Youth Jobs Gap	-	180,518	(14,100)	-	-	166,418
Covid Response Fund	59,461	-	-	-	-	59,461
Restricted funds	565,229	3,172,983	(3,135,247)	-	-	602,965
Unrestricted general funds	7,623,634	8,724,679	(8,396,024)	-	94,090	8,046,379
Total Charity funds	8,188,863	11,897,662	(11,531,271)	-	94,090	8,649,344
Youth Endowment Fund restricted funds						
Home Office grant	191,135,651	5,688,700	(21,149,202)	(18,641,701)	(94,090)	156,939,358
Centre of Excellence grant	4,041,098	-	(1,140,009)	-	-	2,901,089
#iwill and Co-operative grants	446,888	1,662,500	(2,047,039)	-	-	62,349
Comic Relief	-	5,687,525	(4,214,380)	-	-	1,473,145
Focused Deterrence	-	500,000	(500,000)	-	-	-
Trauma Informed	-	139,590	(139,590)	-	-	-
Violence Against Women and Girls	-	407,446	(407,446)	-	-	-
Department for Culture, Media and Sports	-	161,493	(161,493)	-	-	-
National Police Chiefs' Council – County Lines	-	10,008	(10,008)	-	-	-
Arts Council England	-	37,500	-	-	-	37,500
Youth Futures Foundation	-	24,660	-	-	-	24,660
General YEF funds	(12,475)	944,155	(931,680)	-	-	-
Total YEF restricted funds	195,611,162	15,263,577	(30,700,847)	(18,641,701)	(94,090)	161,438,101
Total group funds	203,800,025	27,161,239	(42,232,118)	(18,641,701)	-	170,087,445
Summary by type of fund						
Charity restricted funds	565,229	3,172,983	(3,135,247)	-	-	602,965
YEF restricted funds	195,611,162	15,263,577	(30,700,847)	(18,641,701)	(94,090)	161,438,101
Total restricted funds	196,176,391	18,436,560	(33,836,094)	(18,641,701)	(94,090)	162,041,066
Unrestricted general funds	7,623,634	8,724,679	(8,396,024)	-	94,090	8,046,379
Total group funds	203,800,025	27,161,239	(42,232,118)	(18,641,701)	-	170,087,445

Notes to the Financial Statements For the year ended 31 March 2024

Note for the current year Charity	At the start of the year £	Income £	Expenditure £	Transfer between Funds £	£
Charity funds					
Restricted funds					
Portfolio charities	-	2,200,488	(2,200,488)	-	-
Engage Fund	-	350,000	(350,000)	-	-
Connect Fund	377,086	683,673	(830,905)	-	229,854
Youth Jobs Gap 2	166,418	-	(12,992)	-	153,426
Covid Response Fund	59,461	-	-	-	59,461
Unrestricted funds	602,965	3,234,161	(3,394,385)	-	442,741
Unrestricted general funds	8,046,379	8,241,221	(8,414,135)	-	7,873,465
Total Charity funds	8,649,344	11,475,382	(11,808,520)	-	8,316,206

Note for the prior year Charity	At the start of the year £	Income £	Expenditure £	Transfer between Funds £	£
Charity funds					
Restricted funds					
Portfolio charities	-	2,093,805	(2,093,805)	-	-
Engage Fund	-	380,000	(380,000)	-	-
Connect Fund	505,768	518,660	(647,342)	-	377,086
Youth Jobs Gap 2	-	180,518	(14,100)	-	166,418
Covid Response Fund	59,461	-	-	-	59,461
Unrestricted funds	565,229	3,172,983	(3,135,247)	-	602,965
Unrestricted general funds	7,672,371	8,770,032	(8,396,024)	-	8,046,379
Total Charity funds	8,237,600	11,943,015	(11,531,271)	-	8,649,344

Notes to the Financial Statements For the year ended 31 March 2024

Purposes of restricted funds

Portfolio charities: Impetus receives donations for specific domain areas, charities and for specific expenditure. These are treated as restricted donations with appropriate expenditure allocated against them.

Engage Fund: Impetus receives donations to support its work with partners in the school exclusions domain. These are treated as restricted donations with appropriate expenditure allocated against them.

Connect Fund: Impetus receives donations for its fund focussed on race equity work and its leadership academy. These are treated as restricted donations with appropriate expenditure allocated against them.

Covid Response Fund: Impetus carried out a campaign at the height of the Covid-19 pandemic to provide additional assistance to our portfolio charities adversely affected by the pandemic.

Youth Jobs Gap 2: funding secured to build on our Youth Jobs Gap research series, with another set of reports and a dissemination strategy, including an interactive digital tool so the data can be effectively used by decision makers and practitioners.

Youth Endowment Fund: the grant from the Home Office and investment returns from it are used to fund interventions to prevent children and young people from getting caught up in crime and violence by making sure that those at most risk get the best possible support.

Youth Endowment Fund: supplementary funding secured in support of the YEF is used to support and fund interventions to prevent children and young people from getting caught up in crime and violence by making sure that those at most risk get the best possible support.

Centre of Excellence Fund: The Youth Endowment Fund received an additional restricted grant from the Home Office in 2020 to create a 'Centre of Excellence'.

Supplementary income includes the #iwill and Co-op funds, formed in a joint partnership with YEF to create The Peer Action Collective (PAC). Together, the partners are investing £5.2 million to build a network of peer researchers to study the experience of youth violence and turn the learning into opportunities for young people to make their community a safer, fairer place.

Purposes of unrestricted funds

Unrestricted general funds of £7,873,465 (2023 – £8,046,379) will be used to support a significant proportion of conditional grant commitments made to charities of £4,188,500 (2023 – £2,271,250) as per Note 4.

Notes to the Financial Statements For the year ended 31 March 2024

15. Members' liability

Impetus is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1. The charity has no parent or ultimate holding company.

16. Operating lease commitments

At 31 March 2024, the charity had commitments under operating leases of:

	Buildings £	Equipment £	2024 Total £	Buildings £	Equipment £	2023 Total £
Impetus						
Due within one year	111,188	1,766	112,954	151,597	1,766	153,363
Two to five years	-	3,091	3,091	-	1,766	1,766
	111,188	4,857	116,045	151,597	3,532	155,129
Youth Endowment Fund						
Due within one year	247,500	-	247,500	171,000	-	171,000
Two to five years	189,000	-	189,000	-	-	-
	436,500	-	436,500	171,000	-	171,000
Total group	547,688	4,857	552,545	322,597	3,532	326,129

17. Related party transactions

Amounts donated to Impetus by its Trustees are disclosed in Note 2a.

Impetus has consolidated a subsidiary, PEF Trading Limited, in the Group financial statements. Note 6 discloses Impetus' investment in this subsidiary and the subsidiary's results to 31 March 2024.



Impetus pays salary and other costs on behalf of the Youth Endowment Fund which it recharges to the restricted fund at cost. It also charges the Youth Endowment Fund for time spent by Impetus staff on YEF matters, including capacity building. Amounts totalling £3,413,187 (2023: £3,457,931) were charged by Impetus to the Youth Endowment Fund during 2024. As at the 31 March 2024 the Youth Endowment Fund owed amounts totalling £297,980 (2023: £253,442) to Impetus.

There are no other related party transactions which require disclosure in the financial statements.



Impetus

Registered office:
1st Floor, Golden Cross House,
8 Duncannon Street,
London, WC2N 4JF

 [Impetus.org.uk](https://www.impetus.org.uk)
 [@ImpetusUK](https://twitter.com/ImpetusUK)
 info@impetus.org.uk

© Impetus – The Private
Equity Foundation 2022
All rights reserved
Company number 08460519
Registered charity number 1152262