

SEEIT WORKING TRUST

England & Wales · Charity number 1071987

Details

Other names KANDU TRUST, SEEIT WORKING

Status Registered

Legal form Charitable company

Company number [03425216](#)

Registered 1998-10-15

Register [View on the Charity Commission register](#)

Contact

Address 43 Overstone Road
London
W6 0AD

Phone 07720289064

Email sian@wekanduit.com

Website <https://seeitworking.wixsite.com/seeitworking>

Activities

Objects: TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT THROUGH THE PROMOTION OF THE ARTS AND ENVIRONMENTALLY SUSTAINABLE LIVING

Activities: working to mainstream the use of culture, creativity and the arts in sustainable development through activities including but not limited to : research, projects, advocacy, partnership working, programmes, initiatives, enterprise, communications, piloting new business and working models, capacity building and community & youth engagement.

Classification

- **How:** Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty, Arts/culture/heritage/science, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

Geography

- South Africa
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£44,713	£39,409	-	-
2024-03-31	£44,797	£45,875	-	-
2023-03-31	£39,362	£39,476	-	-
2022-03-31	£1,374	£4,237	-	-
2021-03-31	£7,984	£3,981	-	-

Trustees

Name	Role	Appointed
KATY SHAW	Chair	
Bob McDonald		2015-04-06
DAVID H SLATER		
HELEN BISHOP-STEPHENS		

SEIT WORKING TRUST

England & Wales - Charity number 1071987

Accounts

SEEit Working Trust Annual Report 2024/25

Principal activity

SEEit Working Trust is a registered charity (no. 1071987). We devise new ways of working to mainstream the use of arts, culture and creativity in sustainable development – supporting positive cultural innovation for social change.

The two main programme activities continued to be:

- Creative RoEL ModELs© : Youth Workers Leading Change – (Rules of Engagement Learning)
- Social Soil© - strengthening neighbourhoods from the ground up...

This year was most definitely a learning year.

The Year

1 STRATEGIC

A Re-branding SEEit Working Trust : Collaborative Community-Led Think & Do Tank

- **DIY Social Change : on-going**
 - Through research and development we seek to better connect mainstream organisations and marginalised communities to collaboratively and more equitably address social, economic and environmental issues that affect us all.
 - Development of the work that we have been doing within this observation and research arena, that is truly community-led, innovative and dedicated to delivering real-life social change
 - Organisation & Programme Development Project RoELs, Career RoELs and Social Soil with Katy (Chair) and David (Environment Trustee)
 - Includes new partnerships to access research and innovation funding around issues identified through the work of the RoEL ModEL and Social Soil initiatives
 - Developing our MELI system (monitoring, evaluation, learning & Impact)
 - Community engagement platform
 - Info database
 - Looking for new accountant to support a review of our financial strategy and procedures
- **Updating Website** : <https://seeitworking.wixsite.com/seeitworking>

B London College of Communication 2024 - Part 1: Day in the Life of a Youth Worker Student End of Year2 Exhibition Material : Exhibition May 2024 Research & Development Project

“Making Youth Work Visible”

Brief Title : Making Youth Work Visible - Visuals campaign

Collaboration : LCC with youth workers and creatives from: Be Heard As One, SEEit Working Trust, Taking Shape Association, Manor Park Media, Through Our Eyes Only, United for Change and The Peter Marlow Foundation

Roy Mehta : Senior Lecturer and Second Year lead, BA Photojournalism & Documentary Photography, London College of Communication, University of the Arts London, Elephant & Castle

Photographers : UAL LCC Year 2 students, BA Photojournalism and Documentary, Unit: Contemporary Documentary 2: Julia Berger; Zo Wu; Isabela De Xavier Carvalho; Aaron Carter; Darcy Phillips; Hassan Alhussain

Outline : Photographs that capture and represent the working lives of youth workers and the people they work with and represent. We want to tell the wider and unrepresented world of youth work and the value it has in our society.

Mission Statement : Students will be working with a number of different grassroots and charitable organisations with different Mission statements. We are working together because we all want to support young people to reach their full potential and believe that we need to work together from grass roots to strategic levels, to achieve this through systemic social change. Videos and photographs should add a visual dimension to the notion that youth workers are empowering themselves and their communities; using their voices, building power with others and making impact.

Day in the life of a youth worker : 2024

The more detailed exploration of what these youth workers do - images showing the range of activities involved, the diverse young people supported, in differing situations, with a range of impacts etc. These images can be used in a wide range of ways to illustrate youth work “The day in the life of a youth worker”

C Participating in ACE/London Youth Research : Roundtables

ACE/LY roundtables INVITE

We are excited to invite you to participate in an important initiative with Arts Council England (ACE) and London Youth (LY) as we work together to enhance support for youth in London’s creative sector. ACE is refreshing its strategy to strengthen connections with youth sector organisations, especially those within London. As part of this initiative, ACE has identified a gap in grant funding applications from youth-oriented organizations, despite the considerable creative work being conducted with young people across the capital.

In partnership with ACE, London Youth is leading a research project until March 2025. Through this project, we aim to gather insights from youth workers like you to help ACE understand and address the needs of grassroots youth and community organisations that support creative work with young people.

We will host roundtable discussions to collect your feedback directly. Your insights, experiences, and perspectives are invaluable as we seek to find effective ways to empower and inspire young people's creative aspirations. Each roundtable will provide you with the opportunity to:

- Share your views on the barriers and opportunities in supporting creative youth projects.
- Contribute to ACE’s London Area objective to better support young people's creative ambitions.
- Network with other youth workers dedicated to creative work with children and youth.
- Meet some of the London Area ACE team, with the opportunity to gain valuable insights into their funding processes and advice on how to apply.

2 PROGRAMMES

A Creative RoEL ModELs : Youth Workers Leading Change

The Creative RoEL© ModELs - Rules of Engagement & Learning - address the lack of knowledge of, and access to, quality creative experiences and progression pathways for marginalised young people.

Most Young People’s cultural/creative engagement is through institutions like school and even though this has increased, it has not brought about a transformative level of personal development and social benefit, nor diversity and representation in the cultural/creative sector. We champion a non-institutional inclusion framework using youth workers as a pathway that can bring about that transformation.

Youth Workers are key gatekeepers to marginalised communities. Creatives can provide quality creative experiences with progression. We advocate that creatives and youth workers should collaborate. Together they are well-placed to provide and support sustainable access to, engagement with, and progression pathways into the cultural/creative sector – through projects and careers opportunities.

Creative RoEL© ModELs better connect youth workers and creatives to deliver more meaningful cultural engagement in marginalised communities and highlight the value of youth work in the process.

Project RoELs

Further development of Informal learning sessions aiming to better connect youth workers and creatives to co-deliver more impactful creative experiences for young people aged 7-19.

Paid co-design sessions with youth workers and creatives to build knowledge and networks, and enable youth workers to prepare the young people for the project, support them and the creatives during the project and continue support post-project - treating them more like teachers. The youth workers and creatives will explore a funded youth project using 7 themes, to collaboratively agree start date, content, delivery and evaluation:

- knowledge of sectors and project
- access to youth and industry
- engagement of young people for the project
- participation of young people in the project
- learning for the young people, youth workers and creatives – aims, monitoring, evaluation, learning & Impact
- progression pathways for the young people, youth workers and creatives
- legacy for the community, youth sector and creative/cultural sector

Further development has been on-going to work strategically and with funders to clarify delivery framework to create the scalable model

Screen RoELs

Following successful pilot initiatives in 2023/24 with Youth Workers in East London, Fully Focused Training Organisation, ScreenSkills, Film London, 60Forty Films and Taking Shape Association, we can evidence a new model for career pathways into the HETV industry.

The evidence and learnings from the pilot show this model is scalable, economically viable and can be delivered not only in other London Boroughs, but also regionally and in other home nations. This is done through developing partnerships with Youth Workers, Councils, Industry Support Organisations, and Production Companies, to deliver 'Screen Rules of Engagement Learning (RoELs)' sessions to young people 16+ to give them an awareness of what non-institutional career pathways are possible for them into the TV industry, and working with young people 18+ to give them access to and support in real industry opportunities

Working to upskill youth workers with knowledge of and access to Careers in Screen Industries, to support engagement of talented young people from marginalised neighbourhoods, and to give young people accessible, quality, relevant opportunities with progression pathways:

- Entry level (foot in the door)
 - work and freelance
 - training / work experience
- Min/no qualifications required
- Work Ready Skills & Experience (WRYSE) competencies preferred
- Paid

2024/25 Key Activities, Outcomes & Learnings

I Screen Skills Traineeships

- April 2024 success = 2 production jobs with 60Forty Films:
 - one in Locations
 - one in Accounts

ii Screen RoELs Pilot #2

working with 60Forty Films, Film London and Barking & Dagenham Council's Film Team and Taking Shape Association

Barking & Dagenham Film team : 2 day Location Marshal Bootcamp training

- Youth Worker Information session:
 - 3 youth workers
- **Thurs 13th & 14th June - Location Marshall Bootcamp**
 - 3 youth workers attended
 - 4 young people applied
 - 3 young people attended training

Signal SET Programme : 3 x cohorts of paid 2 week training and jobs at 60Forty Films, coordinated through Film London

- **cohort #1 June 2024**
covered in Bootcamp session
- **cohort #2 July/August/September 2024**
Youth worker General Session :
14 youth workers interested, 7 attended

online SET programme cohort #2 open info Session Film London.

7 youth workers and 3 young people

online Youth session : Application process - with additional support through process

5 young people

- CV examples
- Applic form in Word version
- CV and Application tips
- Interview tips and practice

WHAT THEY ARE REALLY LOOKING FOR: you need to demonstrate enthusiasm, passion for your dept and willingness to learn.

outcome:

- 5 young people applied to Cohort 2 locations trainee opportunity
- 1 young person shortlisted to HoD Locations for Signal interview
- 1 young person didn't but get put forward but put on B&D next paid marshalling opportunity

○ **cohort#3 September/October/November 2024**

online SET programme cohort #2 info Session Film London

5 young people attended

online Youth session : Application process - with additional support through process

6 young people attended

outcome:

- 2 young people applied to Cohort 2 locations trainee opportunity
- 1 young person shortlisted to HoD Locations for Signal interview

lii Learnings

- A clearer delivery framework would support better coordination between council film/locations team, training team, Youth workers and production team to optimise opportunities for young people and industry – and community
- A more efficient recruitment process would support scaled youth worker participation
- Youth worker information session(s) developed to give bitesize information and ensure the youth workers understand their part in supporting young people through the application and transition process
- Youth Worker transition support to young people and industry is really important element of our Screen RoELs delivery and this will be highlighted in the Youth Worker sessions

CondéFuture London Pilot Development from September 2024 (Delivery August 2025)

In September 2024 we started developing a partnership with Condé Nast to pilot a youth engagement project in London – with The Peter Marlow Foundation, Be Heard As One, and Taking Shape Association. The CondéFuture London pilot is a genuine collaboration between community-led and mainstream arts and media organisations to create quality, relevant, creative education and employment opportunities with progression pathways for young people in marginalised communities. It focuses on developing more accessible and inclusive media and publishing industries by integrating an innovative careers pathway, working with Youth Workers on recruitment, mentoring and ongoing support.

This project supports the following:

- Increased diversity in the UK’s media and publishing industries
- Increased access to media and publishing employment for young people from East London
- Increased knowledge for Youth Workers in East London about the routes into employment in the media and publishing for the young people they are supporting
- Increased representation of stories and creativity from East London in the UK’s media and publishing

CondéFuture is a program that seeks to nurture future generations of creative talent globally, with hands-on training and skills focussed education. This project began as an NYC-based pilot in 2021, targeting students from communities historically underrepresented in media through a weekly, two-year long skill focussed enrichment and mentorship program led by Condé’s staff. Condé Nast were looking for a partner for their UK chapter of the programme and hearing about the Manor Park Media project and “Creative RoEL ModELs” approach, both funded by FFL, were keen to partner.

B Social Soil Development July 2024 on wards

Social Soil© starts in youth club kitchens, and we registered Forest Gate Youth Hub as a Kitchen Social (a Mayor's Fund for London initiative). Our focus is food. Our community is marginalised. Our approach is to develop an accessible, scalable and sustainable model for climate action working with and upskilling youth workers and young people.

A key strand is exploring ways of reducing, reusing and recycling food waste to support improved health & well-being, address climate change and encourage enterprise. We will develop climate action starter kits (CASKs) for each youth club we work with made up of: a Learning Programme to upskill local youth workers to run healthy cooking & eating and enterprise/careers projects; equipment to recycle foodwaste into soil; local growing partners map and introductions; an accessible data collection mechanism to track individual youth club climate action outputs as well as combined youth club network impact; and a community engagement platform for communications and support.

Social Soil Testing : Rich Mix December 2024

SEEit Working Trust's Social Soil programme aims to deliver more meaningful environmental engagement in marginalised communities. A key strand is exploring ways of reducing, reusing and recycling food waste to support improved health & well-being, address climate change and encourage enterprise.

The first phase of this ambitious and innovative collaboration with Rich Mix and Otij-Jo Kitchen, focuses on recycling food waste. From January 2025 we are trialling a food waste to soil process that produces high quality compost that can then be used in local growing projects - testing a composting starter kit we developed working with Mycelium Network and Agriton.

The process involves a three-stage composting system to transform food waste into high-quality PAS 100 certified compost. This approximately 22 week process results in a nutrient-rich compost that can be used to enhance soil health and improve growing productivity.

- In the first stage, the food waste is stored under controlled conditions to optimise microbial activity and start the process of break down organic matter. This phase is essential for reducing the volume and mass of the waste, as well as controlling odours and helping eliminate pathogens.
- In the second stage, the partially composted material is hot composted by adding woodchips and aerating the mixture by turning it regularly
- The final stage is to put the hot composted material into a Maturation Bin to promote further decomposition and ensure the final product meets the stringent requirements of the PAS 100 standard.

"I really loved learning about the biology and magic of soil. Can't wait to get the system up and running!"
Max Dickter, Creative Engagement Producer, Rich Mix

City Soil Lab Pre-Pilot working with Public Farmhouse. April-June 2024

Research & Development Project : Neighbourhood Food Scraps - Collections Pilot

Project Overview

As part of the Smarter Greener Logistics programme, Cross River Partnership (CRP) supported a 6 week pre-pilot of the City Soil Lab, a community-led circular food waste scheme in the London Borough of Tower Hamlets. Food waste was collected from local restaurants and residences, before being composted at Spitalfields City Farm. CRP supported the trial by providing funding for an electrically-assisted cargo bike for food waste collection from local restaurants, and by helping to quantify the air quality impacts associated with the pre-pilot trial.

The pre-pilot started in April 2024 and finished in June 2024, servicing 2 restaurants and 3 coffee shops. It forms part of a wider trial to develop the project for further rollout, expanding to service several more restaurants and to include food waste collections from housing estates and local schools.

City Soil Lab sees food waste as a valuable resource for recycling nutrients to create better soil for locally grown food while also contributing to cleaner air and water. By recycling food waste on a local scale, City Soil Lab works as a flexible, circular system, creating soil for specific crops on underutilised space. This soil can then be used for local community gardens in the London Borough of Tower Hamlets.

Key Outputs

Within 6 weeks, an estimated 2,100kg of food waste has been diverted from incineration as part of the pilot. This translates to roughly 1,470kg of CO2 emissions that have been omitted.

In Tower Hamlets, food waste accounts for 30% of overall waste and is currently only collected separately from street-level residential properties. By servicing apartment blocks, like housing estates, and collecting commercial food waste by cargo bike, City Soil Lab has the potential to decrease the number of waste collection trucks required in the area, which could lead to significant air quality benefits.

Annual Reporting on Financial Reserves

We will include in our annual report our policy on reserves, stating the level of reserves held and why these are held. If material funds have been designated, the reserves policy statement will quantify and explain the purposes of these designations and, where set aside for future expenditure, the likely timing of the expenditure.

We will ensure that our reporting of our reserves policy meets the requirements of the [Charities Statement of Recommended Practice \(SORP\) \(FRS 102\)](#) and the requirements of the Regulations.

Acknowledgements

We are grateful to Founder Sian Slater for supporting us, leading on our strategic review activities, organisation development, and continued support of all governance, strategy, Partnership, programme development, management delivery, and fundraising/development activities.

Directors

The directors who served during the year are as stated below:

Dr D H Slater

Ms H Bishop Stephens

Ms K F Shaw (Chair)

Mr R McDonald (Treasurer)

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption. This report was approved at an Annual Trustee Meeting in January 2026, and signed on its behalf by:

Mr R McDonald, Director

Report of the Directors and

Unaudited Financial Statements for the Year Ended 31 March 2025

Contents of the Financial Statements
for the Year Ended 31 March 2025

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Company Information
for the Year Ended 31 March 2025

DIRECTORS:

Ms H Bishop Stephens
R Mcdonald
Ms K F Shaw
D H Slater

REGISTERED OFFICE:

43 Overstone Road
London
W6 0AD

REGISTERED NUMBER:

03425216 (England and Wales)

The directors present their report with the financial statements of the company for the year ended 31 March 2025.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 April 2024 to the date of this report.

Ms H Bishop Stephens

R McDonald

Ms K F Shaw

D H Slater

This report has been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:

R McDonald - Director

27 January 2026

	31.3.25 £	31.3.24 £
TURNOVER	44,713	44,797
Cost of sales	39,106	45,875
GROSS SURPLUS/(DEFICIT)	<u>5,607</u>	<u>(1,078)</u>
Administrative expenses	303	960
OPERATING SURPLUS/ DEFICIT	<u>5,304</u>	<u>(2,038)</u>
Interest receivable and similar income	0	3
SURPLUS/ DEFICIT BEFORE TAXATION	<u>5,304</u>	<u>(2,035)</u>
Tax on surplus/ deficit	-	-
SURPLUSFOR THE FINANCIAL YEAR	<u><u>5,304</u></u>	<u><u>(2,035)</u></u>

Balance Sheet
31 March 2025

	Notes	31.3.25 £	31.3.24 £
CURRENT ASSETS			
Cash at bank		10,841	16,195
CREDITORS			
Amounts falling due within one year	4	5,059	15,717
NET CURRENT ASSETS			
		<u>5,782</u>	<u> </u>
TOTAL ASSETS LESS CURRENT LIABILITIES			
		<u>5,782</u>	<u>478</u>
RESERVES			
Income and expenditure account	5	<u>5,782</u>	<u>478</u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

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

The financial statements were approved by the Board of Directors and authorised for issue on 30 December 2025 and were signed on its behalf by:

R McDonald - Director

Ms H Bishop Stephens - Director

Ms K F Shaw - Director

D H Slater - Director

1. STATUTORY INFORMATION

Seeit Working Trust is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Turnover

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Taxation

Taxation for the year comprises current and deferred tax. Tax is recognised in the Income Statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

3. EMPLOYEES AND DIRECTORS

The average number of employees during the year was NIL (2023 - NIL).

4. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25	31.3.24
	£	£
Trade creditors	0	219
Other creditors	5,059	15,498
	<u>5,959</u>	<u>15,717</u>
	<u><u>5,959</u></u>	<u><u>15,717</u></u>

5. RESERVES

	Income and expenditure account £
At 1 April 2024	478
Surplus for the year	<u>5,304</u>
At 31 March 2025	<u><u>5,782</u></u>

Seeit Working Trust

Detailed Income and Expenditure Account
for the Year Ended 31 March 2025

	31.3.25		31.3.24	
	£	£	£	£
Sales		44,713		44,709
Cost of sales				
Wages & Consultancy		39,106		45,875
		<u>5,607</u>		<u>(1,078)</u>
GROSS (DEFICIT)/SURPLUS				
Other income				
Deposit account interest		0		3
		<u>5,607</u>		<u>(1,075)</u>
Expenditure				
Licences, insurance, and accountancy			-	
	<u>199</u>		<u>845</u>	
		<u>199</u>		<u>845</u>
				<u>(1,920)</u>
Finance costs				
Bank charges		104		115
		<u>104</u>		<u>115</u>
NET SURPLUS DEFICIT		<u><u>5,304</u></u>		<u><u>(2,035)</u></u>



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
SEEIT Working Trust

On accounts for the year ended

31 March 2025

Charity no (if any)

1071987

Set out on pages

1-7

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 03 / 2025**.

Responsibilities and basis of report

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed: Polly Arrowsmith

Date: 27 January 2026

Name: Polly Arrowsmith

Relevant professional qualification(s) or body (if any):

ACCA

Address:

82 St Peters Street

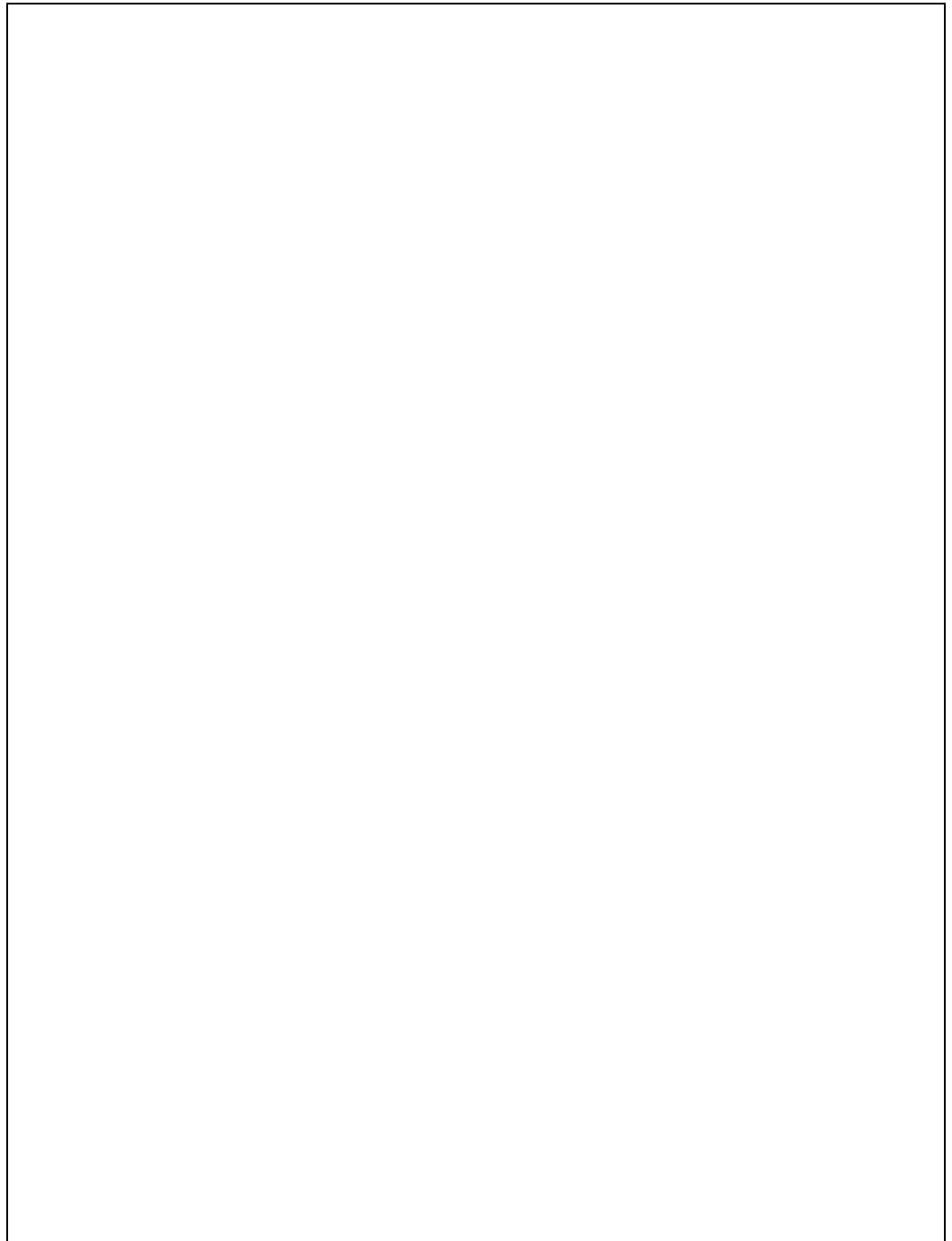
London

N1 8JS

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.



SEIT WORKING TRUST

England & Wales - Charity number 1071987

Accounts

SEEit Working Trust Annual Accounts and Trustee Report 2023/24

Principal activity

SEEit Working Trust is a registered charity (no. 1071987). We devise new ways of working to mainstream the use of arts, culture and creativity in sustainable development – supporting positive social change

SEEit Working Trustee Report for April 2023 – end March 2024

The two main programme activities continued to be:

- Rules of Engagement Learning (RoEL©)
- City Soil Lab©

1 Rules of Engagement Learning (RoEL©) Development

Manor Park Media Project in order to test out the RoEL sessions

The project received funding from Foundation for Future London (FFL) in February 2023 to start March 2023: Using "Rules of Engagement Learning©" to co-create a media and creative career project with a group of young people living on an underserved estate in Newham.

We started a pilot project that would see project partners use of the Rules of Engagement Learning© framework by The Magnum Photos Foundation, a national charity that uses photography and storytelling in the community for social change, with a focus on wellbeing and employment opportunities, working with grassroots youth support services Be Heard As One who use their unique life skills, creativity, safeguarding approach and deep community connections to collaboratively improve the lives of marginalised communities by supporting better decision-making from professionals, public sector and individuals.

Sian from SEEit Working Trust and Kevin from Taking Shape started the RoEL© sessions with Derek, Jeff and Shannon to gain essential feedback for the development of the sessions and how they are delivered for the further wider pilot from April 2023. Manor Park Media Project was the funded project that the RoEL sessions used to explore the themes and plan the co-delivery.

2023/4 Manor Park Media Project. Foundation for Future London CP&P Collaborative Commission 2023: Research & Development Project.

Using our "Rules of Engagement Learning©" approach to co-create and deliver a media and creative career project with a group of young people living on an underserved estate in Newham.

What did we Deliver, What did we Learn?

This project was a collaboration between Newham based youth organisation Be Heard As One and the foundation of the celebrated photographic archive and agency Magnum Photos. The partners worked with SEEit Working Trust and Taking Shape to undertake "Rules of Engagement Learning - RoEL©" sessions that were developed to provide a framework for youth workers and arts organisations to co-design and co-deliver more meaningful cultural engagement programmes for the young people they work with. SEEit Working Trust has designed RoEL© sessions, facilitated by youth workers, around 7 themes: Knowledge; Access; Engagement; Participation; Learning; Progression and Legacy.

Over 8 sessions, the team worked with young people who live in the historically underserved Manor Park area using photography and a range of storytelling tools to explore, publish and exhibit stories about their life experiences and perspectives. The programme built vocational skills and career progression pathways as well as supporting creativity, confidence and wellbeing through the creation and presentation of these stories.

Impact Across the Project

The project created opportunities for **the young people** to:

- Feel seen, heard and valued
- Express issues that are impacting them

- Hear from the older generation about their lives and challenges they have experienced (including poverty, knife crime and incarceration)
- Meet other young people
- Play and have fun (something that was flagged in testimonies as being lacking in the young peoples lives)
- Be part of a collective creating a project together (again something that was identified in testimonies as lacking for young people)
- Learn new skills
- Hear about training and career opportunities
- Access to arts organisations and cultural institutions
- Deeper relationships with mentors through working on a creative, storytelling project
- Progression pathways for their further education and careers through the continuation of the project

The project created opportunities for **the youth workers** to:

- Express issues that have impacted their lives and their work (including the care system, institutional racism, incarceration, gangs and knife crime)
- create a different space in which to hear from the younger generation about their lives and challenges, as well as their ideas on possible contributing factors and solutions
- Learn new skills (Rules of Engagement Learning and creative skills)
- Hear about training and career opportunities for themselves and the young people they work with
- Access to arts organisations and cultural institutions - building trust and relationships with creatives, and gaining creative experiences, to use in supporting young people

The project created opportunities for **the researchers** (SEEit Working Trust and Taking Shape) to:

- Learn vital information about implementing the RoEL framework, and what needed to be developed/changed in order to optimise the impact of the approach in terms of individual, organisation and sector learning. “Legacy” was added to the session themes to explore the wider impact of the project in addition to the impact on the individual - on the family, community, social services, the youth sector, the creative sector and the funder. And this will be added to the RoEL evidence hub for grassroots access as well as to inform, influence and support policy agenda, service design and investment choice.
- It was also identified that key competencies that are inherent in youth work link to WRYSE competencies that the creative/cultural industry value above technical skills when recruiting young people, and we will add this to the RoEL sessions’ project learning theme to ensure the project evaluation evidences these competences within it’s outcomes – which the youth can then evidence in CV writing and interviews.

The project created opportunities for **the arts organisation** to learn:

- The Rules of Engagement Learning approach and can now input these into future work.
- The importance of cultural programming by and for people with lived experience.
- The importance of having people in your team who have a similar lived experience as the participants
- The importance of play and fun in collaborative projects
- The richness and power that is possible in collaboration, all parties bring their lived experience, connections, ideas, skills and more
- The impact that creativity, storytelling and collaboration can have on a person’s mental health and sense of community.

In September 2023 We shared our findings at an exhibition event with the young people and invited audience. We produced the exhibition, delivered a talk/discussion, a Zine and a podcast

“We’re definitely supporting systems change with this project and the approach will work - the youth workers, creatives and young people said it was a great experience and will support it’s development and roll-out as an approach for more meaningful cultural engagement in marginalised communities”

Sian Slater, SEEit Working Trust



From March – September 2023 we worked with 2 creatives and 5 youth workers. First with testing and developing the RoEL© Sessions, then through the delivery of the funded project Manor Park Media (with 6 young people). **The aim of youth work is to support young people to reach their full potential and working with creatives on quality, relevant projects with progression pathways is a massive tool that youth workers can use.**

Sessions for a funded project – Manor Park Media Project – over x2, ½ day sessions: session #1 General; session #2 Project Specific based on 7 themes: Knowledge, Access, Engagement, Participation, Learning, Progression, Legacy.

Theme	General working with Youth EXAMPLES	General working with Creatives. EXAMPLES	Manor Park Media EXAMPLES
Knowledge	What is Youth work and why it's important	Overview of cultural/creative sector – benefits and opportunities	Specific photography, visual image and storytelling & potential career pathways
Access	Youth workers have built up trust and can access YP who would most benefit from the project. Look at venue location, safeguarding issues , food, transport, etc	Youth worker and creative need to build relationship and understanding so can build trust. Also look at issues of venue location, cost of travel, food, depending whether at venue/in community is the venue seen as accessible	Youth worker to identify yp specifically for this project. Derek and Jeff coming to sessions at Barbican gave them confidence to bring youth to Carrie Mae Weems exhibition – a first for YW and yp.
Engagement	YW to engage youth because they know the yp is interested/will benefit	Youth workers to support creatives through initial sessions whilst trust is built	Derek, Jeff and Shannon built trust through RoEL© sessions so were able to support each other through the project
Participation	The project needs to be quality, relevant with progression pathways – keep it interesting	Youth workers to support creatives: best timeslots, days, length of project	Another creative, Timi joined the team – he had lived experience of Manor Park
Learning (transformation)	Work Ready Skills & Experience (WRYSE) are key to employability – we want to include evidencing these in the project evaluation. Learning for Youth workers CPD, and young people	Creatives need to think about the youth learnings, how these are measured and reported. Learning for creatives CPD . Evaluation and budgets included in this section – transparency/appropriate	Creatives and youth workers to co-design the learning and evaluation process and share the information (usually kept by Creative and funders).
Progression	Never promise yp anything you can't deliver, so progression opportunities and signposting need to be thought about as key to delivery	Creatives can open up networks and opportunities for the youth workers and young people	Shannon has connected youth workers and young people to her network and employment opportunities. Derek has connected Shannon to his networks
Legacy	Impact on community/ neighbourhood and youth work sector	Impact on arts organisation and cultural/creative sector	Safe Spaces for yp in Manor Park high street; podcast & Exhibition. Peter Marlow Fdn cont'd support and basing development on RoEL©

Manor Park Media Project : Working with 6 young people over 8 weeks

- Exhibition : <https://drive.google.com/file/d/1E-HjAAGrrKt9Jk187kYbNXE7ntqxfLHa/view?usp=sharing>
- Check out “Manor Park Media” on Spotify

“I've learned a lot being a mentor on this project, it's built my confidence and understanding. I would like there to be more pockets of workshops, not just photography and media but different industries for young people as it gives them a different outlook on life. There should be more funding put into projects like this because they are the future. It has provided an opportunity to see life differently, interact with people on a different scale. People who are invested in supporting them, exploring what they can achieve. It's been really good because the young people have been able to show me their view and way of life. They weren't scared to speak their mind and explain how they view the world. Mostly I've heard that they're not happy with what's going on around them and they want better.”

Jeff, Creative/Youth Worker

“I would say they need to do more for the youth so they don't end up like my generation basically. They need to better the youth, teach them what's wrong and what's right. Because now in the present there's a lot of stuff happening, there's a lot of murders, there's a lot of crime. So I just feel like if you can teach the youth, I think it'll better them and it'll better the next generation. I have a younger sibling and I want to see them grow and learn better than I did, basically have someone to guide them and not end up on the path that I went through basically.”

Daniel, Young Person

“This is the most important project I have worked on in my 20 odd year career in the creative industries. I can not wait to share our learnings with the wider creative industries and see the impact it will have on the lives of many young people and our communities. I am incredibly grateful to Sian Slater for her years of research that have led us to this point. Without Sian and her work, I would not have met and collaborated with the young people and the youth workers who have now become my fellow Manor Park Media collective members. The Rules of Engagement Learning process will create greater equity and healing within our city and our cultural institutions. I do not say that lightly, I believe it wholeheartedly. I look forward to the bright, bright future led by the young people I met through this project.”

Shannon Ghannam, Magnum Photos Foundation, Peter Marlow Foundation

Creative RoEL© Models: Youth Workers Leading Change 2023/4

With funding from Foundation for Future London's **Westfield East Bank Creative Futures Large Grants 2023**

From January– December 2024. An East London pilot of RoEL© - better connecting and building relationships between youth workers and creatives for more meaningful cultural engagement, and sustainable creative progression pathways for marginalised communities

Draft Project Timeline:

Dec 2023: funding confirmed and final planning

Jan-Dec 2024: project management start 7 days a month til end project; includes development of Creative RoEL© Careers; Manor Park Media Futures progression and legacy activities – young people and organisation development

Jan-May2024: RoEL sessions development and materials development

Jan-Jul 2024: Training the Trainer development, materials, and licencing activities

Jan-Sept 2024: Communications platform development; data collection & Impact Evidence Hub development

Feb-Jun 2024: Training the Trainer testing; Manor Park Media Futures progression and legacy activities developing podcast & sound, and exhibition

Milestone : May 2024: 5 youth workers complete training the trainer package

May-Dec 2024: Monitoring & Evaluation and reporting

Milestone: Jun 2024 : start RoEL sessions for 4 projects

Milestone: Oct 2024: RoEL sessions for 4 projects complete

Oct-Dec2024: website/resources hub materials development for on-line sharing

Milestone: Dec 2024: Complete project; Yr End Sharing Event

ScreenSkills Pioneers 2023/24 : A new pathway into Screen careers for marginalised young people 18+ Research & development project Building on our 2022 RoEL ModELs© Theory of Change framework.

We also continued to work with 60Forty Films and Screen Skills into 2023 on developing the new pathway into the screen industry for young people from marginalised communities, and developing a delivery framework to support it

- Working closely with Youth workers
- No/minimum qualification entry opportunities, emphasising evidenced WRYSE competencies
- Additional service offered by Screen Skills to deliver industry diverse/inclusion (including socio-economic) targets

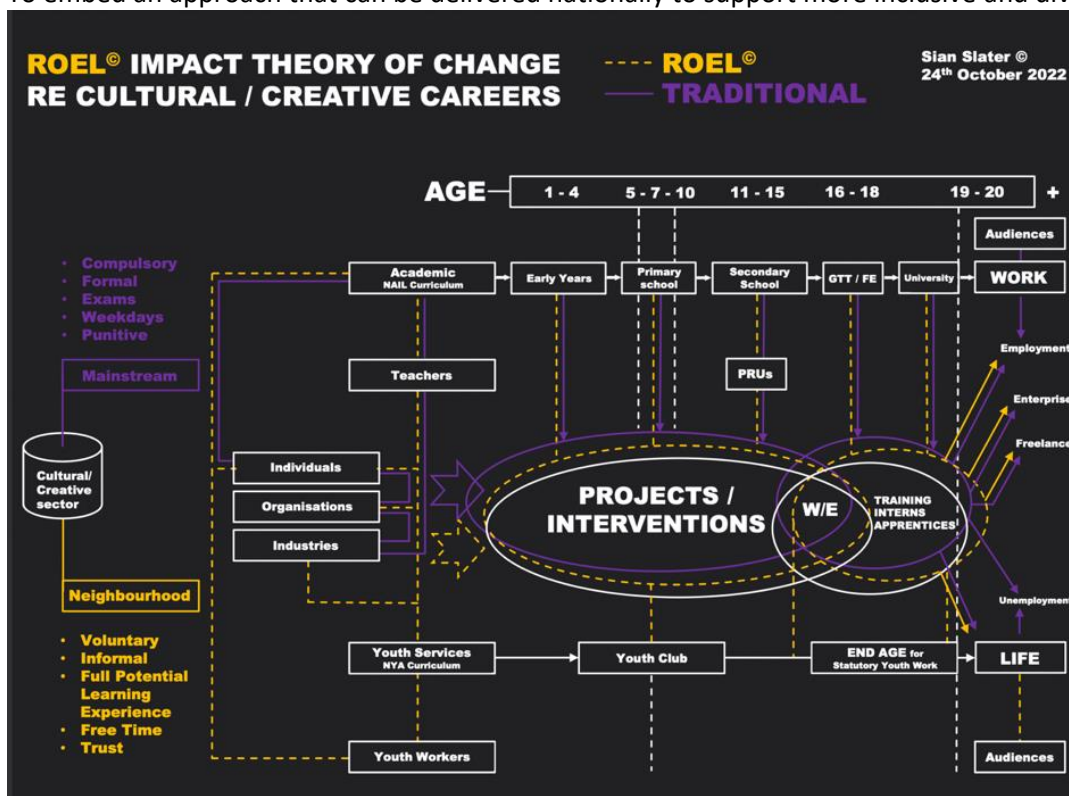
We collaborated with 60Forty Films to develop our non-institutional Creative Inclusion Framework for the Screen Industry, and we piloted a first version of our Screen RoELs, with 60Forty Films, ScreenSkills and Taking Shape - ScreenSkills HETV funded Fully Focused to host our initial on-line Youth Worker session with 15 youth workers, and our in-person Youth session with 20 young people and their youth workers. This was really successful and October – December 2023 we held additional sessions with Youth workers and young people to support applications to the ScreenSkills Trainee Finder 2024/5 programme:

- over 200 applications nationally
- 10 of our young people cohort applied
- 3 young people got interviews : HETV opportunities in Locations, Accounts and Sound
- 3 young people gained places on the programme
- 2 young people are currently working on a production in a new Barkingham & Dagenham Studio production, with the opportunity to work in Europe

Strategy 2024: wider pilot

We are now developing the pathway, and the delivery framework to support it, working with Industry, Industry Support organisations, Youth Workers and Councils.

- Engage with Youth media training partners, Industry, local authority, regional industry training bodies, funders to develop the new pathway and delivery framework
- Engage with Youth Workers to give them the knowledge of, and access to the new pathway and delivery framework, so they can better support the young people they work with to access and progress in the sector – eg evidencing youth WRYSE through a portfolio of projects and experience (*Creative RoEL© sessions from ages 7-19/25*)
- Engage with Young People aged 16-25 wanting to enter the Screen sector through the new pathway
- To embed an approach that can be delivered nationally to support more inclusive and diverse Screen Sector



2 City Soil Lab© in development 2023/24 - sees our cities as the solution to our environment challenges, and we start with the soil.

With support from Tower Hamlets Council and Grow Foundation. Working with Tower Hamlets and Public Farmhouse

The delivery of City Soil Lab© was delayed in 2022/23 and again in 2023/24 because of the change in local Tower Hamlets council leadership and delays in the fit out of the City Soil Lab physical space – the disused carpark – with still no confirmed finish date as of 31 March 2024

This year was mainly carried out in the fourth quarter to develop a pre-pilot project without the use of the disused car park so we can test out ideas already developed. To be delivered in 2024/25.

Acknowledgements

We are grateful to Founder Sian Slater for supporting us, leading on our strategic review activities, organisation development, and continued support of all governance, strategy, Partnership, programme development, management delivery, and fundraising/development activities.

Directors

The directors who served during the year are as stated below:

Dr D H Slater

Ms H Bishop Stephens

Ms K F Shaw

Mr R McDonald

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

This report was approved at an Annual Trustee Meeting in December 2024, and signed on its behalf by:

Mr R McDonald, Director