

# Safe New Futures

England & Wales · Charity number 1088357

## Details

---

**Other names** SOUTHAMPTON ACTION FOR EMPLOYMENT, SAFE

**Status** Registered

**Legal form** Charitable company

**Company number** [04189876](#)

**Registered** 2001-09-10

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

## Contact

---

**Address** Arena Business Centre  
Threefield House  
Threefield Lane  
Southampton  
SO14 3LP

**Phone** 02380702222

**Email** [choices@safe.org.uk](mailto:choices@safe.org.uk)

**Website** [www.safe.org.uk](http://www.safe.org.uk)

## Activities

---

**Objects:** (1) TO RELIEVE POVERTY FOR THE PUBLIC BENEFIT, PRIMARILY THROUGH TRAINING AND SUPPORT OF UNEMPLOYED PEOPLE FACING MULTIPLE BARRIERS TO WORK INCLUDING MENTAL HEALTH CONDITIONS SUCH AS ANXIETY AND DEPRESSION.(2) TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT BY DELIVERING GROUP TRAINING AND INDIVIDUAL COACHING TO DEVELOP INDIVIDUAL CAPABILITIES, COMPETENCES, SKILLS AND UNDERSTANDING.(3) TO ADVANCE CITIZENSHIP AND COMMUNITY DEVELOPMENT FOR THE PUBLIC BENEFIT BY TRAINING VOLUNTEERS AND VOLUNTARY SECTOR ORGANISATIONS TO DELIVER TRAINING PROGRAMMES TO COMMUNITIES IN AREAS OF MULTIPLE DEPRIVATION.

**Activities:** Safe New Futures aims to help people to regain a sense of control by making tangible choices that affect the quality of their personal and working lives, and the communities in which they live. We continue to focus on the most needy and hard to reach, seeking to give high impact interventions by delivering programs of training courses and personal coaching to groups of individuals.

## Classification

---

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Economic/community Development/employment
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

## Geography

---

- Hampshire
- Portsmouth City
- Southampton City

## Finances

---

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£348,427	£313,478	-	-
2024-03-31	£386,990	£284,524	-	-
2023-03-31	£323,973	£315,627	-	-
2022-03-31	£305,026	£307,638	-	-
2021-03-31	£237,065	£218,782	-	-

## Trustees

---

Name	Role	Appointed
Alistair Stokes		2025-06-05
Claudia Mihaela Murg		2023-09-18
John Ivens Richards		2022-03-12
Michael Colebourn		2026-03-05
Miranda Laughton		2026-03-05
Timothy Trew		2026-03-05
kate Underwood		2026-03-05

**Safe New Futures**

England & Wales - Charity number 1088357

---

# Accounts

---

**SAFE NEW FUTURES  
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2025**

The Trustees present their report and accounts for the year ended 31 March 2025. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees:	J Richards Chair	(appointed 23 March 2022)
	D Muir, Deputy Chair	(appointed 7 June 2022, resigned 5 March 2025)
	S Dafnias	(appointed 26 April 2022, resigned 1 August 2025)
	C Murg	(appointed 18 September 2023)
	A Stokes	(appointed 5 June 2025)

Company Secretary: Paul Silvester to 5<sup>th</sup> December 2024

Principal / registered address: Arena Business Centre,  
Threefield House,  
Threefield Lane,  
Southampton,  
SO14 3LP

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds TSB  
63 London Road  
Southampton  
SO15 2US

### Objectives:

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

**Governing document**

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

**Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

**Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of participants.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

**Risk management**

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course manual and prescribed programme, plus the training of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

**Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of services rests with the chief executive officer.

**Needs analysis.**

Society is facing epidemic levels of emotional and behavioural difficulties. Post pandemic, this need has spiralled with 16–29-year-olds are twice as likely to be chronically lonely than over 70s, and it affects their mental health and levels of anxiety in particular.

Southampton, Portsmouth City Council and Hampshire County Councils reported in October 2023, that 25% of school age children in Hampshire were not attending school which is very much a post-pandemic trend and clearly this plays out in children's ability to attend or engage with post school education or training.

Hampshire group of colleges at the same time said that 50% of students were on the Mental Health at risk register and are on reduced timetables or struggling to engage. This of course will have a knock-on effect on their financial independence and ability to contribute to the economic health of the country.

**The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational Cognitive Behavioural Therapy (CBT) based course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in a significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

## Contents

Safe New Futures overview .....	5
Summary of outcomes and impact in the community.....	5
Participants outcomes: .....	5
Outputs for April 2024 – March 2025. ....	6
Impacts in terms of Psychological Improvement .....	7
Outcomes into EET:.....	7
<b>Organisational Aim 1: Ensure a broad and balance portfolio of funding sources to support the charity .....</b>	<b>9</b>
NHS Youth Funding .....	9
The Henry Smith Charity .....	10
Face-to-face programmes.....	10
<b>Havant Face-to-Face Programme (November 2024).....</b>	<b>10</b>
<b>Organisational Aim 2: Grow and manage the trading arm so that the charity is less reliant on Grant Making trusts for income: .....</b>	<b>12</b>
Choices Corporate programme: .....	12
<b>Key Initiatives and Outputs (2024–25) .....</b>	<b>12</b>
<b>Organisational Aim 3: Research and Development: To ensure robust and adequate research projects into all our areas of development and growth.....</b>	<b>14</b>
<b>Programme research and development:.....</b>	<b>14</b>
<b>Partnership and collaboration.....</b>	<b>14</b>
<b>Future research and development: .....</b>	<b>16</b>
Increasing our visibility and credibility: .....	17
<b>Organisational Aim 4: Diversify the referral stream to ensure a balanced partner base .....</b>	<b>19</b>
Referrers:.....	19
Referrers Award: .....	19
Geographical Spread: .....	19
Return on investment: The financial case for supporting Safe New Futures .....	20
Conclusion .....	21

## Safe New Futures overview

Safe New Futures is a grassroots charity helping NEET (Not in Employment, Education or Training) individuals and long-term unemployed adults transform their lives through CBT-based programmes. We serve vulnerable populations, including those with mental health challenges, disabilities, and neurodivergence, offering tailored online and in-person support.

From 2022 to 2025, Safe New Futures has delivered transformational Cognitive Behavioural Therapy (CBT)-informed programmes to vulnerable young people and adults across Hampshire and Surrey. Through our New Futures courses, we supported individuals into education, employment, and training (EET), while improving mental health, confidence, and self-esteem.

We delivered 48 courses and supported over 1,600 referrals, achieving consistently strong psychological and EET outcomes. We also diversified funding streams, expanded our referral network, developed impactful partnerships, and invested in research to evolve our delivery.

### Summary of outcomes and impact in the community

#### Participants outcomes:

The period from April 2022 to March 2025 has seen Safe New Futures deliver significant positive outcomes for individuals experiencing mental health challenges and long-term unemployment. Across this three-year period, we received 1,614 referrals and conducted over 1,000 pre-course calls to assess readiness and suitability for our programmes.

Of these, 893 participants enrolled, and 721 actively engaged in our courses. Most significantly, 570 participants successfully completed their course and a further 132 completed our follow-on Pathways workshops, which provide structured support as participants continue their journey towards employment, training, or further education. These numbers reflect our ability not only to reach vulnerable individuals but also to provide a programme that engages, supports, and empowers them to complete and progress.

We have worked with both young people (16–25) and adults (25–65), delivering a total of 48 courses across three years. Our split programming approach has allowed us to tailor content to the differing needs of each group, with younger participants benefiting from workshops that address confidence, peer pressure, and social identity, and adults receiving guidance on long-term barriers, reskilling, and managing health-related challenges.

Our recent expansion into specialist programming, including courses for victims of domestic violence and individuals who are neurodiverse, further illustrates our evolving commitment to inclusivity and personalised support. We are proud of the depth and breadth of our reach and will continue to adapt our offerings to meet the needs of marginalised communities.

Below are the outputs for this past financial year only.

Outputs for April 2024 – March 2025.

No. of courses	Pre-course interviews	Finished participants
16	406	208
<b>Adults New Futures (NLCF/ Henry Smith)</b>		
8	217	107
<b>Youth New Futures (NHS, MoneyBarn, HS)</b>		
8	189	101

April 2024 to March 2025 Safe New Futures conducted the following activities:

Description	Total (Apr 2024 – Mar 2025)
Referrals	524
Arranged Pre-course chat	406
Attended pre-course chat	361
Enrolled	304
Started	245
Non-Starter	59
Dropped Out	36
Completed Course	208
Finished Pathways	95

April 2022 to March 2025 Safe New Futures delivered the following activities:

Description	Total (Apr 2022 – Mar 2025)
Referrals	1614
Arranged Pre-course chat	1175
Attended Pre-course chat	1018
Enrolled	893
Started	721
Non-Starter	156
Dropped Out	126
Completed Course	570
Finished Pathways (from June '23)	132

Delivered across:

- 8 adult courses (Henry Smith & NLCF funded)
- 8 youth courses (NHS, Moneybarn, HS funded)

Impacts in terms of Psychological Improvement

Between April 2024 to March 2025, 81% of 208 participants improved in self-esteem, 71% in confidence, 81% in job search goals. 77% were less depressed and 75% less anxious.

	First day ave.	Last day ave.	Change ave.	% improvement	% people improved
More Self Esteem	11.10	15.98	4.87	43.9%	80.6%
More Confidence	12.08	14.79	2.71	22.5%	71.4%
Job search goals	12.49	15.93	3.44	27.5%	81.1%
Less depressed	14.79	10.94	-3.85	26.0%	76.6%
Less anxious	11.51	8.60	-2.91	25.3%	74.9%

Psychological Measures	April 24 – March 25	April 23 – March 24	April 22 – March 23	April 22 – March 25
Greater self-esteem	81%	79%	82%	81%
Improving in confidence	71%	80%	92%	81%
Job search goals	81%	79%	88%	83%
Less depressed	77%	70%	77%	75%
Less anxious	75%	73%	76%	75%

Outcomes into EET:

April 2024-March 2025 208 participants finished the programme, with 43% progressing into employment, education, or training (including volunteering), as outlined below:

Working	Volunteering	Training	Education	Signed off Sick	Unemployed	Not Known
29	21	24	9	12	26	45
15%	11%	12%	5%	6%	29%	23%

Between 2022 – 2025, 570 Participants finished the programme, with 47% progressing into Employment, Education or training as detailed:

Working	Volunteering	Training	Education	Signed off Sick	Unemployed	Not Known
107	67	62	25	24	124	149
19%	12%	11%	5%	5%	22%	26%

These outcomes tell a powerful story. Volunteering, in particular, has proven to be an essential stepping stone for many participants. It offers them a low-pressure way to re-engage with a structured routine, develop new skills, and rebuild their confidence before moving into paid work. For others, our programmes have reignited a desire to learn, leading to enrolment in training and education opportunities that open long-term career pathways.

Even for those not currently able to return to the workforce, our interventions have helped participants better understand their barriers, seek appropriate support, and reduce isolation and hopelessness. We see this in those recorded as "signed off sick"—many of whom have developed stronger coping mechanisms and clearer plans for future recovery and reintegration. We continue to work closely with job centres, local colleges, community referrers and employers to ensure that the support we provide is both holistic and outcome focused.

### Volunteers

Volunteers, all of whom are former course participants continue to be a cornerstone of our organisation. Many of our current volunteers are former participants, offering a relatable and empathetic perspective that enriches our delivery.

Among them is a neurodiverse woman who carried out in-house training on neurodiversity for the team based on her lived experience. Another brings with her a vast knowledge of social work and the charity sector. A young man confined to a wheelchair aged 17 following an undiagnosed ear-infection helps with our admin and collating course packs. A young woman struggling with anxiety and finding it hard to leave the house is helping on the youth pathways. M, who is also managing their anxiety, has been using their creative skills to support the design of our new handbook and other course resources.

### New office Space

We moved to the Arena Offices May 1<sup>st</sup>, 2024, as the previous landlord greatly increased the rent. We have settled in well and are very happy with the friendly and professional environment.

## Organisational Aim 1: Ensure a broad and balance portfolio of funding sources to support the charity

The generous support from the National Lottery Community Fund Garfield Weston Foundation, has been instrumental in enabling Safe New Futures to maintain stability, adapt our delivery model, and invest in our team and infrastructure over the past three years. Core funding has allowed us to respond to increasing demand, secure match funding, and demonstrate credibility to other potential funders.

In 2024–25, we successfully diversified our income sources while maintaining a strong financial foundation. Our total income for the year was £323,329 reflecting a healthy mix of core funding, project grants and some local authority support. This has enabled us to maintain programme delivery across Hampshire and Surrey, while investing in organisational development, research, and new service areas.

In 2023 we implemented new financial management practices to optimise our resource allocation, ensuring that every pound is spent effectively. The transparency and accountability in our financial operations have strengthened the trust of our stakeholders and funders, setting a solid foundation for future growth.

### NHS Youth Funding

We are thrilled to have secured funding for three youth courses via an NHS contract. The Integrated Care Board who commissioned us and have commented on the depth of our reporting and the excellence of our outcomes.

We complement mental health services such as NHS and other talking therapies as participants below explain:

*"I've been in groups like this before and didn't think I'd get anything out of it. I came along very closed off and stayed muted. After the first week, there was a big change. Even if you think you've had this help, it's not the same. It has been a lot more positive on this course – we focused on what we can do rather than what we can't." MD (21)*

*"For me, it's the fact that it's not in person, you can be more comfortable and open. Being given coping mechanisms expects a quick fix but this group gets into the understanding of why you feel a certain way so you can come up with your own coping mechanisms. You can work on that instead of just being told what to do and expecting it to work." CJ (25)*

Following a meeting with the Senior Delivery Manager (Mental Health, Learning Disabilities and Autism-Hampshire) it seems likely that funding permitting, Safe New Futures is in a good position to secure another NHS youth contract.

The Henry Smith Charity

We are deeply grateful to the Henry Smith charity who provided £60,000 per year for three years towards the running of our adult programmes in addition to £46,366 three years towards the running of our youth programmes, development of our Pathways programme and support for youth enrolment.

The Henry Smith Charity have been long term project funders since 2016, and their support has been invaluable.

### Face-to-face programmes

Over the three-year funding period, Safe New Futures has continued to refine and expand our delivery model in response to participant needs, changes in funding, and lessons learned from evaluation. One of the most significant developments has been the successful reintroduction of **face-to-face delivery** after the COVID-19 pandemic.

While our online model has proven highly effective—particularly in reaching those who are geographically isolated or unable to travel—we recognised that some individuals struggled with digital access or lacked the confidence to engage in a virtual setting. To address this, we launched several **in-person programmes** in 2023 and 2024, which proved transformative for both participants and staff.

### Havant Face-to-Face Programme (November 2024)

Delivered in partnership with Havant Borough Council, this course was designed for over-25s and those furthest from the labour market. Of the 12 participants enrolled:

- 11 progressed into Employment, Education or Training (EET)
- 7 continued their journey by joining our online Pathways workshops
- Many reported increased motivation and reduced anxiety following the structured, in-person sessions

This hybrid engagement (blending in-person and online) has demonstrated how we can provide continuity of care and build on the confidence and routine developed during the course.

### 2023 Edward Gostling Foundation deed

Last financial year, we were fortunate to be in receipt of legacy funding that is being held in trust until 2029 unless our reserves dip below 3 months. The deed received was £100,000, which is currently invested in the deposit account of Choices Training and Development, a subsidiary company of the charity. £1,055.25 interest has been received on this investment for the year to 31/03/25. None of these funds will have been used as of our year end, 31/03/25.

### Garfield Weston Core Funding

We are also very grateful to the Garfield Weston Foundation for continuing to fund core costs of £30,000 per year until October 2026.

### Miscellaneous grants

Smaller grants from Moneybarn via the Hampshire and Isle of Wight Community Foundation, Sir Jules Thorne, the Alex Ferry Foundation and Paul Lunn-Rockliffe trusts also proved invaluable in enabling our service deliver to continue.



### Laptop Donation

Identity Part of the Human Network Donated 20 Laptops for our participants who do not have access to technology.

## Organisational Aim 2: Grow and manage the trading arm so that the charity is less reliant on Grant Making trusts for income:

Choices Corporate programme:

In addition to our charitable delivery model, Safe New Futures has continued to explore and develop income-generating opportunities through our trading arm, Choices Training & Development. This strand of work is designed to serve two purposes: generate unrestricted income to support our charitable objectives and extend the impact of our work by delivering mental wellbeing and behavioural change training to professionals in corporate environments.

The CEO has participated in a total of 84 external meetings this past year to represent Safe New Futures.

Of these 50 were developing Safe New Futures funding, profile and growth (24 online and 26 in person), 21 meetings were in pursuit of the corporate contacts and development (11 online and 10 in person) and 13 (6 online and 7 in person) were developing research projects around our existing provision and potential future markets. There were also 12 meeting with the Chamber of Commerce.

### Key Initiatives and Outputs (2024–25)

- **In-Person Networking Events**  
We ran two successful roundtable events, bringing together managers, wellbeing leads, and business owners to discuss mental health trends and share best practices.
- **July 2024 Seminar – “Connection Culture”**  
This larger event included panel discussions, interactive workshops, and a networking lunch. The seminar explored how creating a culture of connection in the workplace can boost employee wellbeing and performance. While registration was lower than anticipated, feedback from attendees was highly encouraging.
- **Loneliness in the Workplace Campaign**  
As part of our thought leadership efforts, we launched a themed campaign including:
  - A white paper on **loneliness in the modern workplace**
  - A companion video series, hosted on our website and YouTube
  - A new podcast series titled *Modern Day Issues We Love to Ignore*, exploring emotional disconnection, nostalgia, workplace pressures, and wellbeing.

These activities helped raise the profile of Choices Corporate and provided high-quality, shareable content and generated interest and conversations online. We are invoicing the NHS contract through our Choices Training bank account to ensure that Choices stays a trading entity amounting to £102,000 across three financial years.

Our new, more niche approach is detailed below

### Choices Training Summary:

Choices Training & Development leverages the success and impact of Safe New Futures to offer transformative corporate training rooted in lived experience and CBT-informed methodology.

With mental health, staff engagement and redundancy support growing priorities for UK employers, now is the ideal time to promote Choices as a values-led partner that helps businesses support their people during times of change.

### Target Audience

- **Primary audience:** Mid-sized to large organisations (100+ employees) in sectors with large customer service teams, such as telecoms, retail, utilities, insurance, and finance.
- **HR and People Leads** responsible for wellbeing, redundancy planning, change management, L&D, and staff retention.
- **Secondary audience:** Outplacement consultants, EAP providers, mental health and wellbeing providers, and diversity & inclusion specialists.

### Market Position

- **Unique position:** Training grounded in lived experience and a charity background — most corporate training providers lack the depth and empathy of our lived-experience-led approach.
- **Our edge:** Blending therapeutic tools with employability skills and change readiness, delivered by relatable, credible facilitators.

### Strengths

- Proven model from Safe New Futures
- Lived experience trainers
- Strong social impact message
- Outcomes-driven (80%+ increase in confidence, resilience)
- 

### Opportunities

- Corporates under pressure to support staff through transitions
- CSR and ESG priorities aligned with our values

Partly due to the success we had when working with 800 of their customer service employees, with Quilter plc, we are changing our approach back to the one that was so successful with them. Instead of being one that can solve presenteeism, absenteeism, loss of productivity and motivation to being a niche product that deals with successful offboarding of employees.

The main thrust of the message will be that our programme enables people to find the self-efficacy required to decide what is best for their own future which makes a huge impact on the redundancy process.

1. Retention of the employees that companies want to keep due to heightened levels of autonomy, motivation and sense of purpose through the process.
2. Moving on of employees whose skills would be better matched elsewhere due to understanding of their own passions, long-term goals and identification of the steps to get there.

Our Transforming Mindsets programme ensure that the engagement of both sets of people remain much higher than can be expected, leading to improved customer satisfaction and fewer internal costs in dealing with unhappy staff members.

Please see the new messaging on the website - [CT&D - Empowering SMEs through CBT Courses - Choices Training & Development](#)

## **Organisational Aim 3: Research and Development: To ensure robust and adequate research projects into all our areas of development and growth.**

Over the past three years, we have invested in research, development, and innovation to ensure our programmes remain effective, evidence-based, and responsive to the changing needs of our participants and communities.

This work has been made possible thanks to core funding, which has given us the flexibility to experiment, evaluate, and partner with academic institutions and lived-experience advisors. It has also helped to shape our public voice through thought leadership, strategic content, and knowledge sharing.

### **Research projects 2024-2025**

This year we have carried our three research projects with the University of Southampton.

#### **White Papers**

Students from the University of Southampton as part of their university Innovation project carried out the research for the third white paper on loneliness in and out of relationships and its impact on our wellbeing.

Loneliness and relationships white paper: <https://www.safe.org.uk/wp-content/uploads/2025/03/Loneliness-white-paper-part-3-1.pdf>

#### **Videos**

Please see this link for the loneliness videos:  
<https://www.safe.org.uk/category/video/>

### **Programme research and development:**

#### **Advisory Board 2024-2025**

Our Advisory Board, made up of former participants from diverse backgrounds provides feedback on everything from course content and delivery to onboarding language and safeguarding processes. It also played a central role in:

- Reviewing and simplifying our course handbook
- Advising on accessibility for neurodiverse learners
- Helping trial new exercises before launch

Their input ensures our programmes stay relevant, inclusive, and grounded in the real-world experiences of those we support.

### **Partnership and collaboration**

#### **Mental health focus**

The mental health of our community, especially the youth, has been a priority area this year. In response to the growing challenges in this area, we've developed and implemented a range of initiatives aimed at providing support and resources.

In response to the increasing level of social and phone anxiety among young people, we have adapted our engagement methods to better meet their needs. This includes increased communication with course participants through text messaging and Zoom calls, recognising that many individuals find it challenging to engage via phone.

Additionally, we have enhanced our signposting to external services that offer further support. One such example is *Walk the Talk*, a peer-to-peer support group specifically for individuals experiencing social anxiety ([Walk the Talk – Home](#)).

We are also developing signposting resources for digital tools, including mobile apps that promote mindfulness and provide mental health support, helping participants access assistance in a format that feels safe and manageable for them.

By collaborating with partner organisations, we can provide an even more holistic, wrap-around service that ensures each individual receives the tailored support they need to move forward with confidence and purpose. **Please see video “[Deepening our collaborations](#)”**

### Pathways Partners

We are creating sessions within our workshops for partners to present their programmes to our participants. Below are the partners that we are actively working with, with one partner speaking at our Pathways programme each week. We are also developing wider and deeper relationships over 2025.

Partnerships Area	Partners
<b>Employment &amp; Vocational Support:</b> Tailored pathways into sustainable work, supported by employer partnerships.	<b>SCC EST IPS Employment Support Team Individual Placement and support.</b> (Plus 15 DWP Centre across Hampshire and Surrey, 4 FedCap centres Hants and Surrey, 4 Seetec centres)
<b>Mental &amp; Physical Health:</b> Coordinated support with NHS and third-sector mental health services to reduce healthcare dependency.	<b>Solent Mind (TBC)</b> (CAMHS, Southern Health, HIOW Healthcare, East Community and Fareham MH Team, Social Prescribers across Hants, NHS Talking therapies)
<b>Leisure &amp; Purposeful Activity:</b> Encouraging creative and recreational outlets to support well-being.	<b>Saints Foundation,</b> SoCo Music
<b>Lifelong Learning &amp; Skills Development:</b> Supporting formal and informal learning pathways.	<b>Itchen College Community,</b> South Hampshire College group, Lighthouse learning trust, St Vincents College, Taunton’s College, Hampshire Futures, University of Winchester, Solent University, University of Southampton,
<b>Social Connection &amp; Relationships:</b> Reducing isolation through group mentoring, peer support networks, and community engagement.	<b>The Workshop,</b> Hampshire Children’s Services, Yellow Door, Motiv8, Sion Says bereavement support,
<b>Financial &amp; Housing Stability:</b> Helping participants navigate financial advice and housing support services.	<b>StepChange,</b> YMCA, Vivid housing, Portsmouth Life Skills, Methodist Housing Association, CAP debt counselling,

<p><b>Personal &amp; Emotional Resilience:</b> Using CBT techniques to embed long-term positive mental health strategies.</p>	<p><b>Kings Trust,</b> (No Limits, Youth Options, Steps to wellbeing, Red Cross, Simon Says, Andys man club)</p>
<p><b>Volunteering &amp; Civic Engagement:</b> Providing structured volunteering opportunities as a stepping stone to employment.</p>	<p><b>Community First,</b> (SVS, Action Hampshire, Hampshire Library, SCC Employment support model team)</p>

**Community Collaboration Pathway speakers:**

1. **Southampton City Council, Employment support Team Individual Placement and Support.**
2. **Solent Mind (TBC)**
3. **Saints Foundation (TBC)**
4. **Itchen College, post-18 provision and adult education.**
5. **The Workshop:** the Workshop provides holistic support to people aged 18 to 24 living in Surrey Heath
6. **Step change:** online debt counselling service charity
7. **Kings trust:** a charity that supports people 11-30 to develop their skills, confidence and employability. Offers courses, mentoring, work experience, business start-ups and social enterprises.
8. **Volunteering First:** Volunteering opportunities in New Forest, Winchester, Eastleigh, Fareham, Gosport, Havant or East Hants?

In addition, we have developed close relationships with councils as follows: Hampshire and Surrey County councils, Portsmouth and Southampton City councils, Havant and Waverley borough council, East Hampshire District council.

**Future research and development:**

**Collaboration with Government:**

We have put together a paper making the Economic case for the Labour Government investing in Safe New Futures to further their Get Britain Working Again Agenda.

This is in light of the worrying rise in young people aged 16–24 who are not in education, employment or training (NEET).

Between October and December 2024:

- 987,000 young people were NEET — 13.4% of the age group.
- An increase of 110,000 in just 12 months.

According to a Prince’s Trust survey:

- 31% of NEET young people cite poor mental health as the biggest barrier to finding work.
- 50% feel hopeless about their future.
- 19% are applying for jobs daily without success.

This highlights the urgent need for innovative, early intervention programmes that tackle mental health, build confidence, and open clear pathways to employment or training.

We are pleased to have made contact with two local MPs, Darren Paffey, MP for Southampton Itchen and Satvir Kaur, MP for Southampton Test who have pledged their support.

To ensure that we are in a position to scale nationally, we have obtained the services of a highly skilled process administrator who is working with us to ensure that all facilitators have written best practice guidelines on boundaries, what we can and can't do so everyone is on the same page operating from a same baseline. Currently, our small team is able to do this through regular meetings as issues arise. In addition, we will be adopting the Hampshire and Isle of Wight NHS Trauma Informed Practice with all their terminology to ensure that we are on the same page as other national organisations within our area.

We trust that Government will realise our ability to provide solutions to the current twin needs of escalating mental health issues especially amongst young people with increasing unemployment and inability to fund public services.

#### Increasing our visibility and credibility:

##### Podcasts:

The first 12 podcasts centre around the theme of loneliness in the workplace and its effect on physical health. Another series of 10 podcasts have been recorded on ambiguous loss, nostalgia, and and mental health and men.

We have been fortunate to obtain funding from the University of Southampton to employ a student who has been recording and mixing the podcasts and filming the video marketing trailers. The first video trailer can be found here:

<https://www.linkedin.com/feed/update/urn:li:activity:7310694747331874816/>

We are increasing our visibility in order to improve our ability to successfully obtain increased funding through a series of Podcasts, "Modern-Day issues that we love to ignore". They can be found at this link: <https://www.safe.org.uk/category/podcast/>

The podcasts were launched one a week from the first week in April. Please see our Spotify podcast channel, <https://open.spotify.com/show/3BEbbyH2uIBJdHlIH24aI>

##### University of Southampton Intern

We have been successful in obtaining £2,500 to employ a student intern from the University of Southampton to work with us as podcast editor. Hannah is a 1<sup>st</sup> year Economics student.

We have 23 episodes recorded as detailed below.

- **Season one: Loneliness in the Workplace** - with guests Peter Taylor and Michael Holbrow. Five episodes launched on 26<sup>th</sup> March 2025.

Future episodes include:

- **Season Two: Navigating Ambiguous Loss** with Nina Kelly and Jennie Placidi two episodes launching 7<sup>th</sup> May.
- **Season Three: Adolescence** –with guest Oscar Thomas aged 18 and former course participant and others, five episodes launching on 14<sup>th</sup> May
- **Season Four: The role of Nostalgia** in overcoming loneliness with Professor Tim Wildschut on 18<sup>th</sup> June.
- **Season Five: Loneliness and its wider effects** with guests Mako Komberero (medical doctor) and James Southwood (psychologist) five episodes.
- **Season Six: Men's mental health** with Andy's men's shed and Abba Abbaszadi.

- **Season Seven: Loneliness and Wellbeing.** With guests Angela Whitmore (therapist) and James Southwood (psychologist) Five episodes.

Each episode also has 30-second trailers which we use to advertise the podcasts on Instagram, Facebook and LinkedIn.

Our Trustee, Claudia Murg has developed this video to give funders a quick overview of what we offer: **Please see video** <https://www.safe.org.uk/2025/02/03/our-video-meet-the-team-is-live-on-youtube/>

## Organisational Aim 4:

### Diversify the referral stream to ensure a balanced partner base

Consolidation, Referral Management	Y1 Actual	Y2 Actual	Y3 April 2024 to date
Visits to DWP and other referrers	55	35	28
Networking meetings with local organisations	38	36	26
Business networking meetings	62	14	17
Brand management, website development, marketing	Ongoing	Ongoing	Ongoing

#### Referrers:

A revamp of our communications and online presentations, has resulted in 65 new referrers.

We currently have **106 active referrers** from **35 different organisations**, who have sent us **523 referrals**.

#### Referrers Award:

We are incredibly proud that we have been awarded the Confidence & Wellbeing Support award from one referrer, Seetec Pluss which celebrates our partnership both at their Southampton office and through their outreaches.



As Emma Forder, Business Manager at Seetec explains: *“What Safe New futures give to our participants is huge. They have helped change lives and move them closer to work. We’ve never had anyone say that it wasn’t useful. The confidence, the resilience building, and how they walk back into our office after they’ve been with Safe New Futures - it’s huge. They’re smiling, they’re happy. Their stature has changed; their approach has changed. They’re ready for work. And it really helps us.”*

#### Geographical Spread:

We continue to develop the geographical reach across Hampshire and Surrey:

Hampshire	629 Participants	Surrey	52 Participants
Basingstoke and Deane Borough	14	Surrey Heath Borough	23
East Hampshire District	18	Elmbridge Borough	1
Eastleigh Borough	53	Epsom and Ewell Borough	2
Fareham Borough	72	Guildford Borough	10
Gosport Borough	129	Runnymede Borough	5
Hart District	5	Waverley Borough	2

Havant Borough	90	Woking Borough	9
New Forest District	43		
Rushmoor Borough	2		
Test Vally Borough	20		
Winchester City	30		
Isle of Wight	1		
Portsmouth City	13		
Southampton City	139		

We also continue to build on our referral as detailed below.

As always, the Job Centre and Seetec Pluss continue to be our most active referrers, but we are pleased to see that Solent Mind, Itchen College, Social Prescribers, Southampton City Council, are becoming increasingly more active. Our continued engagement with other services has resulted in 65 new referrers.

### New Surrey partnerships

Recognising the high number of young people not in education or employment, Safe New Futures has expanded its referral network in Surrey. Through ongoing engagement, we continue our partnership with the NEET (16-18) Transition Education Participation team at Surrey County Council, showcasing the positive impact of our programme on NEET young people.

Additionally, our continued collaboration with the Workshop Youth Careers Guidance Drop-in Centre in Surrey Heath reinforces the effectiveness of our programme in supporting young people aged 16-25 across Surrey. 55 referrals April 2024 - March 2025 from Surrey County Council, The Workshop, Guildford FedCap, Woking Job Centre, Camberley Job Centre and Surrey SEND Team.

We are actively participating in Job Centre events in Camberley and Woking and FedCap Guildford. Building strong relationships and staying engaged with events like these makes a difference in the success of partnerships.

For the year spanning April 2024 to March 2025, we have received 31 referrals through all the partnerships in Surrey.

### Return on investment: The financial case for supporting Safe New Futures

Our programme dovetails perfect with the Government’s strategy to Get Britain Working again and we know that investment in preventative mental health programmes like Safe New Futures yields significant savings for public services.

#### Research shows:

- For every £1 invested in mental health prevention, the public sector saves £5-10 in reduced health and social costs (Centre for Mental Health, 2022).
- Supporting a young person into employment instead of remaining NEET can save the public purse £69,000 per individual (Prince’s Trust, 2022).
- Effective mental health interventions reduce workplace absenteeism, improving economic productivity.

## Conclusion

Safe New Futures represents an innovative, cost-effective solution to some of the biggest challenges facing Hampshire, the Isle of Wight, Portsmouth, Southampton, and Surrey. By focusing on early intervention and prevention, we are not only changing lives but also saving millions in public spending.

To continue and expand this impact, we need sustained investment in preventative mental health support. Backing Safe New Futures means investing in a healthier, more resilient community, reducing long-term costs, and unlocking economic potential.

We believe that if we can increase our visibility, make contacts with the correct statutory and governmental bodies that Safe New Futures is poised to be an important and strategic solution to the issues facing our economy, young people and the country's mental health issues.

## Finance

### Financial overview

- Income for 2025 was £348,427, a decrease of £38,563 on 2024 income of £386,990 (2024: an increase of £63,017 on 2023 income of £323,973)
- Total expenditure for the year increased by £28,954 to £313,478 (2024: decrease of £31,103 to £284,524 compared to 2023 levels).
- The net surplus for the year was £34,949 (2024: £102,466 & 2023: £8,346). 2024 included £100,000 received from Edward Gostling Foundation which is to be held for 5 years, the interest earned thereon can be used for charitable purposes and capital only used in exceptional circumstances if the reserves fall below 3 months.
- Net assets were £214,078 (2024: £179,129 & 2023: £76,663) including the £100,000 received from Edward Gostling Foundation.

### Principal funding sources

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

### Reserves policy

The trustee board continues to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £214,078 (2024: £179,129 & 2023: £76,663), of which £70,420 (2024: £70,046 & 2023: £67,721) represented unrestricted funds including £923 fixed assets (2024: £3,270). Restricted funds were £143,658 including the £100,000 from Edward Gostling Foundation (2024: £109,083 & 2023: £8,942).

## Responsibilities of the trustees

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 22 September 2025 (Board Meeting)

and signed on their behalf by:

**Alistair Stokes**, Director

  
.....

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2025, which are set out on pages 24 to 35.

### **Responsibilities and basis of report**

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

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

### **Independent examiner's report**

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

22 September 2025  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<i>INCOME</i>					
Donations and legacies	3	9,782	-	9,782	5,272
Charitable activities	2	34,000	302,085	336,085	380,427
Interest received		2,560	-	2,560	1,291
<b>TOTAL INCOME</b>		<b>46,342</b>	<b>302,085</b>	<b>348,427</b>	<b>386,990</b>
<i>EXPENDITURE</i>					
Charitable activities	5	43,307	270,171	313,478	284,524
<b>TOTAL EXPENDITURE</b>		<b>43,307</b>	<b>270,171</b>	<b>313,478</b>	<b>284,524</b>
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR</b>		<b>3,035</b>	<b>31,914</b>	<b>34,949</b>	<b>102,466</b>
<b>TRANSFERS</b>		<b>(2,661)</b>	<b>2,661</b>	<b>-</b>	<b>-</b>
<b>NET INCOME/(EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>		<b>374</b>	<b>34,575</b>	<b>34,949</b>	<b>102,466</b>
<b>FUNDS AT 1 APRIL 2024</b>		<b>70,046</b>	<b>109,083</b>	<b>179,129</b>	<b>76,663</b>
<b>FUNDS AT 31 MARCH 2025</b>		<b>70,420</b>	<b>143,658</b>	<b>214,078</b>	<b>179,129</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2024 £
<i>INCOME</i>			
Donations and legacies	5,272	-	5,272
Charitable activities	39,614	340,813	380,427
Interest received	1,291	-	1,291
<b>TOTAL INCOME</b>	<b>46,177</b>	<b>340,813</b>	<b>386,990</b>
<i>EXPENDITURE</i>			
Charitable activities	38,312	246,212	284,524
<b>TOTAL EXPENDITURE</b>	<b>38,312</b>	<b>246,212</b>	<b>284,524</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>7,865</b>	<b>94,601</b>	<b>102,466</b>
<b>TRANSFERS</b>	<b>(5,540)</b>	<b>5,540</b>	<b>-</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>	<b>2,325</b>	<b>100,141</b>	<b>102,466</b>
FUNDS AT 1 APRIL 2023	67,721	8,942	76,663
<b>FUNDS AT 31 MARCH 2024</b>	<b>70,046</b>	<b>109,083</b>	<b>179,129</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)

**BALANCE SHEET AT 31 MARCH 2025**

	Notes	2025		2024	
		£	£	£	£
<b>FIXED ASSETS</b>					
Investments	6		1		1
Tangible assets	7		922		3,269
			<u>923</u>		<u>3,270</u>
<b>CURRENT ASSETS</b>					
Debtors	8	120,738		119,113	
Cash at bank and in hand		<u>106,771</u>		<u>128,227</u>	
		227,509		247,340	
<b>CREDITORS: amounts falling due within one year:</b>					
	9	<u>(14,354)</u>		<u>(71,481)</u>	
<b>NET CURRENT ASSETS</b>			213,155		175,859
<b>NET ASSETS</b>			<u>214,078</u>		<u>179,129</u>
<b>FUNDS</b>					
Unrestricted funds	10		70,420		70,046
Restricted funds	10		143,658		109,083
<b>TOTAL FUNDS</b>			<u>214,078</u>		<u>179,129</u>

For the financial year ended 31 March 2025, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:



Director

A. STOKES

Dated: 22 September 2025

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

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

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

#### 1 ACCOUNTING POLICIES (continued)

##### (d) Investments

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### (e) Tangible fixed assets

Fixed assets are capitalised for ongoing use within the company.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### (f) Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### (g) Group accounts

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### (h) Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### (i) Pensions

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
	Funding contracts and grants:				
	Garfield Weston Foundation	30,000	-	30,000	30,000
	Quilter Foundation	-	-	-	24,475
	Edward Gostling Operations	-	-	-	22,916
	National Lottery Awards for All Community Fund	-	66,175	66,175	67,850
	Henry Smith Improving Lives Youth	-	59,700	59,700	32,300
	Henry Smith Improving Lives Adult	-	75,000	75,000	60,000
	HICWF Money Barn Social Impact	-	8,250	8,250	-
	Procure Plus	-	-	-	4,000
	Hants CC Havant Face to Face Course	-	-	-	12,000
	Winchester City Council Adult Courses	-	-	-	4,960
	Ford Britain IT equipment only	-	-	-	1,900
	HIWCF Ford Community Club (Towards youth)	-	-	-	5,912
	Portsmouth City Council	-	-	-	4,500
	The Edward Gostling Fund	-	-	-	100,000
	Management fee Choices courses	-	-	-	9,614
	Havant BC Adult Courses	-	14,427	14,427	-
	NHS Youth courses	-	38,550	38,550	-
	National Lottery Youth	-	19,790	19,790	-
	HCC Vouchers	-	17,693	17,693	-
	Alex Ferry Foundation	4,000	-	4,000	-
	University of Southampton	-	2,500	2,500	-
	<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>34,000</b>	<b>302,085</b>	<b>336,085</b>	<b>380,427</b>
3	<b>DONATION AND LEGACY INCOME</b>				
	Donations and legacies includes the following donations from institutions in excess of £2,000:				
			<b>2025</b>		<b>2024</b>
			<b>£</b>		<b>£</b>
	PLR Trust		3,000		-
	Sir Jules Thorn Charitable Trust		3,500		2,500
	Other donations		3,282		2,772
			<u>9,782</u>		<u>5,272</u>
4	<b>STAFF COSTS</b>		<b>2025</b>		<b>2024</b>
			<b>£</b>		<b>£</b>
	Wages and salaries		141,713		145,761
	Social security costs		7,213		7,088
	Employers pension costs		16,493		10,540
			<u>165,419</u>		<u>163,389</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

#### 4 STAFF COSTS (continued)

The average number of staff employed during the year was 6 (2024: 7). No employees received emoluments of more than £60,000 (2024: none).

No remuneration was paid to trustees/directors during this or the previous year. During the year the cost of to the charitable company of employing key management personnel, including pension contributions, totalled £71,570 (2024: £69,977).

Two trustees were reimbursed £302 for expenses during this year (2024: none).

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	112,578	112,578	137,403
Travel and subsistence	739	634	1,373	1,188
Subcontractors	2,007	57,040	59,047	47,624
Licences and subscriptions	1,150	180	1,330	1,189
Choices manual costs	990	2,455	3,445	2,756
Online courses	450	19,484	19,934	4,692
	<u>5,336</u>	<u>192,371</u>	<u>197,707</u>	<u>194,852</u>
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	9,230	43,611	52,841	25,986
Subcontractors support	-	12,835	12,835	13,766
Room hire	8,842	5,428	14,270	12,674
Catering	-	286	286	279
Training costs	417	-	417	1,322
Depreciation	3,247	-	3,247	3,963
Loss on disposal of fixed assets	133	-	133	745
Telephone	3,436	937	4,373	3,622
Postage, printing and stationery	509	2,381	2,890	2,558
Computer running costs	4,632	2,657	7,289	8,329
Legal and professional fees	-	-	-	141
Bookkeeping	1,814	4,413	6,227	6,431
Accountancy	354	2,653	3,007	2,990
Insurance	1,002	1,163	2,165	1,521
Bank charges	133	-	133	144
Sundry costs	3,240	884	4,124	4,130
Licences and subscriptions	948	-	948	550
Promotion, marketing and publicity	34	552	586	521
<b>TOTAL EXPENDITURE</b>	<u>43,307</u>	<u>270,171</u>	<u>313,478</u>	<u>284,524</u>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,400 (2024: £2,400).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

6	INVESTMENTS	<b>Unlisted investments £</b>
	Investment in subsidiary at beginning and end of year	<u>1</u>

On 16 November 2015 a subsidiary company, Choices Training & Development Limited (company registration number 09873448) was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.

7	TANGIBLE FIXED ASSETS	<b>Computer &amp; other equipment £</b>	<b>Website £</b>	<b>Total £</b>
	<b>COST</b>			
	At beginning of year	31,588	2,400	33,988
	Additions	1,033	-	1,033
	On disposal	(5,501)	-	(5,501)
	At end of year	<u>27,120</u>	<u>2,400</u>	<u>29,520</u>
	<b>DEPRECIATION</b>			
	At beginning of year	28,319	2,400	30,719
	Charge for the year	3,247	-	3,247
	On disposal	(5,368)	-	(5,368)
	At end of year	<u>26,198</u>	<u>2,400</u>	<u>28,598</u>
	<b>NET BOOK VALUE</b>			
	At end of year	<u>922</u>	-	<u>922</u>
	At beginning of year	<u>3,269</u>	-	<u>3,269</u>

8	DEBTORS	<b>2025 £</b>	<b>2024 £</b>
	Other debtors	7	542
	Prepayments and accrued income	797	730
	Amounts due from subsidiary undertaking	<u>119,934</u>	<u>117,841</u>
		<u>120,738</u>	<u>119,113</u>

9	CREDITORS: amounts falling due within one year	<b>2025 £</b>	<b>2024 £</b>
	Other tax and social security	3,024	2,776
	Accruals and deferred income	<u>11,330</u>	<u>68,705</u>
		<u>14,354</u>	<u>71,481</u>

## SAFE NEW FUTURES

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

10 a MOVEMENT IN FUNDS	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
<b>Restricted funds</b>					
National Lottery Community Fund	-	66,175	(66,175)	-	-
Henry Smith Improving Lives Youth	-	59,700	(36,341)	-	23,359
Henry Smith Improving Lives Adult	2,995	75,000	(70,192)	3,644	11,447
HICWF Money Barn Social Impact	-	8,250	(8,250)	-	-
Procure Plus	4,000	-	(4,000)	-	-
Ford Britain IT equipment only	1,102	-	(119)	(983)	-
HIWCF Ford Community Club (Towards youth)	582	-	(582)	-	-
Portsmouth City Council	404	-	(404)	-	-
The Edward Gostling Fund	100,000	-	-	-	100,000
NHS Youth Courses	-	38,550	(34,514)	-	4,036
National Lottery Courses	-	19,790	(19,277)	-	513
HCC Vouchers	-	17,693	(17,693)	-	-
Havant BC Adult Courses	-	14,427	(11,837)	-	2,590
University of Southampton	-	2,500	(787)	-	1,713
<b>Total restricted funds</b>	<b>109,083</b>	<b>302,085</b>	<b>(270,171)</b>	<b>2,661</b>	<b>143,658</b>
<b>Unrestricted funds</b>	<b>70,046</b>	<b>46,342</b>	<b>(43,307)</b>	<b>(2,661)</b>	<b>70,420</b>
<b>Total funds</b>	<b>179,129</b>	<b>348,427</b>	<b>(313,478)</b>	<b>-</b>	<b>214,078</b>

#### 10 b SOURCE OF FUNDS

##### **Quilter Foundation**

Funding for youth courses aged 16-25 in the Solent Region.

##### **National Lottery Community Fund**

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### **National Lottery Teens**

This Awards for All grant provides a contribution to the costs of three teens courses.

##### **Thomas Wall Foundation**

Match funding of £5,000 for seven CBT-based programmes with vocational training for young people aged 18-25. The programme consists of a pre-motivational interview, an action packed five-week course (total of 50 hours), completion of a comprehensive personalised workbook, and post-course follow-up training.

##### **Henry Smith Improving Lives- Youth**

£117,200 towards three years' running costs of a project providing mental wellbeing and employment training programmes for unemployed people in Southampton post Covid.

##### **Henry Smith Improving Lives- Adult**

£180,000 towards three years' running costs of a project providing mental wellbeing and employment training programmes for unemployed people in Hampshire and Surrey. The Edward Gostling Foundation granted £25,000 of match funding towards this project (Edward Gostling Operations) in 2023.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)**

#### 10 b SOURCE OF FUNDS (continued)

##### **HIWCF Moneybarn Social Impact Strategic Fund**

Part funding for one youth programme per year for three years for young people in deprived areas across Hampshire. This is a programme for alleviating the underlying problems that prevent social inclusion and the enjoyment of a full modern life.

##### **Procure Plus**

This grant was for the recruitment of two new employees.

##### **Havant Face to Face Course**

This is a grant to run face to face courses in the Havant area.

##### **Winchester City Council**

This is a grant for adult courses in the Winchester district.

##### **Ford Britain**

This is a grant for the purchase of new IT equipment. During the year a total of £798 was spent on IT equipment which was capitalised

##### **HIWCF Ford Community**

This Grant provides a contribution to the cost of teen courses.

##### **Portsmouth City Council**

This is a grant for adult courses in the Portsmouth area.

##### **The Edward Gostling Fund**

This is an Endowment of £100,000 which cannot be used for 5 years at which time the fund will be available for charitable activities. Any income derived from the endowment can be used for charitable activities. The charity in exceptional circumstances may make use of the capital if the reserves fall below 3 months operating costs provided that they have complied with the Charity Commission.

##### **NHS Youth Courses**

Targeted CBT care programme for 16-25 years excluded from education, employment, or training by Mental Health condition.

##### **National Lottery**

Funding towards running costs of two programmes.

##### **HCC Vouchers**

Grant for Eligible Support to fund vulnerable households participating in a five-week course followed by 12 Pathways workshops by providing £75 food vouchers to 133 households at key stages: the start of the course, the transition to weekly workshops, and completion. These vouchers will alleviate immediate financial pressures, allowing participants to focus on personal growth, overcoming barriers like anxiety and low self-esteem, and ultimately moving into education, training, or employment.

##### **Havant BC Adult Courses**

To run face to face courses in Havant for the over 25s.

##### **University of Southampton**

6 month internship.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

10 c COMPARATIVE MOVEMENT IN FUNDS	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers	Balance at 31 March 2024 £
<b>Restricted funds</b>					
Quilter Foundation	-	24,475	(24,475)	-	-
National Lottery Community Fund	-	67,850	(67,850)	-	-
National Lottery Teens	2,442	-	(4,584)	2,142	-
Thomas Wall Foundation	1,000	-	(1,000)	-	-
Henry Smith Improving Lives Youth	-	32,300	(35,249)	2,949	-
Henry Smith Improving Lives Adult	-	60,000	(57,005)	-	2,995
HICWF Money Barn Social Impact	5,500	-	(6,661)	1,161	-
Edward Gostling Operations	-	22,916	(23,002)	86	-
Procure Plus	-	4,000	-	-	4,000
Hants CC Havant Face to Face Course	-	12,000	(12,000)	-	-
Winchester City Council Adult Courses	-	4,960	(4,960)	-	-
Ford Britain IT equipment only	-	1,900	-	(798)	1,102
HIWCF Ford Community Club (Towards youth)	-	5,912	(5,330)	-	582
Portsmouth City Council	-	4,500	(4,096)	-	404
The Edward Gostling Fund	-	100,000	-	-	100,000
<b>Total restricted funds</b>	<b>8,942</b>	<b>340,813</b>	<b>(246,212)</b>	<b>5,540</b>	<b>109,083</b>
<b>Unrestricted funds</b>	<b>67,721</b>	<b>46,177</b>	<b>(38,312)</b>	<b>(5,540)</b>	<b>70,046</b>
<b>Total funds</b>	<b>76,663</b>	<b>386,990</b>	<b>(284,524)</b>	<b>-</b>	<b>179,129</b>

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted funds £	Restricted funds £	Total 2025 £
<i>As at 31 March 2025</i>			
Tangible fixed assets	923	-	923
Current assets	75,601	151,908	227,509
Current liabilities	(6,104)	(8,250)	(14,354)
<b>NET ASSETS</b>	<b>70,420</b>	<b>143,658</b>	<b>214,078</b>
	Unrestricted funds £	Restricted funds £	Total 2024 £
<i>As at 31 March 2024</i>			
Tangible fixed assets	3,270	-	3,270
Current assets	75,517	171,823	247,340
Current liabilities	(8,741)	(62,740)	(71,481)
<b>NET ASSETS</b>	<b>70,046</b>	<b>109,083</b>	<b>179,129</b>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

#### 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The business address of the charitable company is Arena Business Centre, Threefield House, Threefield Lane, Southampton, SO14 3LP.

#### 13 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

#### 15 RELATED PARTY TRANSACTIONS

There have been no related party transactions other than those with the charitable company's trading subsidiary as disclosed in note 16 and with Trustees as disclosed in note 4.

#### 16 SUBSIDIARY UNDERTAKING

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2025 are summarised as follows:

	2025	2024
	£	£
Turnover	5,570	9,614
Administration expenses	(18,215)	(20,705)
Other operating income	11,266	9,732
Interest received	-	-
Net profit	<u>(1,379)</u>	<u>(1,359)</u>

At the balance sheet date, Choices Training and Development Limited had net liabilities of £5,736 (2024: net liabilities £4,357).

During the year Choices Training and Development Limited did not make any donations (2024: £Nil) to Safe New Futures.

At the balance sheet date Safe New Futures was owed £123,170 (2024: £117,841) from Choices Training and Development Limited, which is shown within debtors in note 8.

**Safe New Futures**

England & Wales - Charity number 1088357

---

# Accounts

---

**SAFE NEW FUTURES  
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2024**

The Trustees present their report and accounts for the year ended 31 March 2024. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees:	J Richards Chair	(appointed 23 March 2022)
	D Muir, Deputy Chair	(appointed 7 June 2022)
	S Dafnias	(appointed 26 April 2022)
	P Silvester	(appointed 26 April 2022)
	C Murg	(appointed 18 September 2023)

Company Secretary: P Silvester

Principal / registered address: Arena Business Centre,  
Threefield House,  
Threefield Lane,  
Southampton,  
SO14 3LP

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds TSB  
63 London Road  
Southampton  
SO15 2US

#### Objectives:

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

#### Governing document

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### **Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

#### **Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of participants.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

#### **Risk management**

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course manual and prescribed programme, plus the training of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

#### **Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of services rests with the chief executive officer.

#### **Needs analysis.**

Society is facing epidemic levels of emotional and behavioural difficulties. Post pandemic, this need has spiralled with 16–29-year-olds twice as likely to be chronically lonely than over 70s, and it affects their mental health and levels of anxiety in particular.

Southampton, Portsmouth City Council and Hampshire County Councils reported in October 2023, that 25% of school age children in Hampshire were not attending school which is very much a post-pandemic trend and clearly this plays out in children’s ability to attend or engage with post school education or training.

Hampshire group of colleges at the same time said that 50% of students were on the Mental Health at risk register and are on reduced timetables or struggling to engage. This of course will have a knock-on effect on their financial independence and ability to contribute to the economic health of the country.

**The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people’s barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational Cognitive Behavioural Therapy (CBT) based course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in a significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

Contents

**The Story of our project this year and how we have involved the community.....5**

    Overview .....5

    Embracing change and growth: 2023/24 in review .....5

        New staff and team dynamics.....5

        Face-to-face programmes return.....5

        NHS Youth Funding .....5

        Financial health and funding.....6

        Mental health focus .....6

        Future outlook.....6

    Overarching Organisational Aim: .....6

        Delivery Activity outputs:.....6

    Training programme effectiveness .....7

        Positive progressions: .....8

        Case Studies: .....8

        NLCF Core Funding Benefit .....9

**Organisational Aim 1- Grow and manage the trading arm so that the charity is less reliant on Grant Making Trusts for income: .....10**

    Choices Training and Development Ltd. ....10

**Organisational Aim 2 - Ensure a broad and balanced portfolio of funding sources to support the charity.** ..... 11

    Adult Programme Funding ..... 11

    Youth Programme Funding ..... 11

    Funding sources (April 2023– March 2024) ..... 12

**Organisational Aim 3 - Diversify the referral stream to ensure a balanced partner base**..... 12

    Expanding the referral base: ..... 12

    Surrey Heath partnership ..... 13

**Marketing Overhaul** ..... 13

    Branding and website redevelopment:..... 13

**Organisational Aim 4 – Research and Development. To ensure robust and adequate research projects into all our areas of development and growth** ..... 14

    Overview: ..... 14

    Conclusion ..... 14

**Research project two - the effect of the pandemic on young people and specifically the efficacy of our online programmes.** ..... 15

**Risks** ..... 16

    Sustainability ..... 16

    Reliance on Grant funding ..... 16

    Effective training delivery ..... 16

**Potential risk areas:**..... 17

    Keeping in touch with our beneficiaries. .... 17

    Safeguarding ..... 17

    People at risk..... 17

    Environment..... 18

    Digital progression ..... 18

    Golden Threads ..... 18

    Premises: ..... 18

    Finance ..... 19

## The Story of our project this year and how we have involved the community.

### Overview

#### Embracing change and growth: 2023/24 in review

The past year has been a blend of challenges and significant achievements, a testament to our resilience and commitment.

Guided by our mission to help vulnerable and marginalised young people and adults find new ways forward in their lives, we've navigated the complexities of supporting them into meaningful education, training, and employment opportunities with agility and determination. This year's journey has not only been about reaching targets but also about growing as a community, learning from our experiences, and setting new benchmarks for the future.

#### New staff and team dynamics

The addition of new team members has been a highlight of the year. We've seen an influx of talent, bringing diverse skills and fresh ideas. Integrating these new members into our existing team was a journey marked by mutual learning and adaptation.

In 2023, we've welcomed the following staff members:

- In September we appointed a new Operations Manager to continue our face-to-face work increasing our referral base and working closely with the CEO in managing both the training team and the office staff.
- Recognising the crucial role of effective communication in enrolment rates, we recruited a free-lance Marketing Manager. She has been streamlining all our emails, and communications, and has hugely increased our social media presence to enable us to attract and engage young people. Tasked with refining our pre-course communication strategy, her goal is to ensure our messages resonate authentically and motivate potential attendees.
- Three new trainers. They are engaging well with our very anxious youngsters, most of whom won't even turn on their cameras, especially at the beginning.
- We are also pleased to have taken on a business apprentice.

Our new colleagues have become integral to our operations, contributing significantly to our projects and bringing new energy to the workplace.

#### Face-to-face programmes return

A significant milestone last year was the revitalisation of our face-to-face programmes. After a prolonged period of virtual engagement due to the pandemic, October/November marked a return to in-person training, beginning in Havant. This shift not only represented a return to our roots but also a step forward in directly reconnecting with the communities we serve.

#### NHS Youth Funding

We are thrilled to have secured funding for six youth courses via an NHS contract. This initiative is particularly close to our hearts, as it targets young individuals who are often the most impacted by

mental health challenges and societal pressures. Our goal is to provide these young people with a safe, supportive, and interactive environment where they can learn, grow, and find new pathways to success.

#### Financial health and funding

Financially, the year has been one of stability and growth. We've successfully diversified our funding sources, securing grants and donations from various new funders. This financial diversification has been crucial in allowing us to expand our reach and scale up our initiatives, enabling us to deliver our first face-to-face programme in Havant since the pandemic.

We also implemented new financial management practices to optimise our resource allocation, ensuring that every pound is spent effectively. The transparency and accountability in our financial operations have strengthened the trust of our stakeholders and funders, setting a solid foundation for future growth.

#### Mental health focus

The mental health of our community, especially the youth, has been a priority area this year. In response to the growing challenges in this area, we've developed and implemented a range of initiatives aimed at providing support and resources.

We were thrilled to run a series of successful webinars, "Mindful Mondays: Empowering managers to champion mental wellness in the workplace" for Choices Training & Development. They were aimed at line managers in small to medium businesses to equip them with practical tools to support their team's mental health and build resilience within the team. The webinars were very well received, and we are looking forward to running further events in 2024.

Our commitment to addressing mental health challenges remains steadfast, and we plan to further enhance these initiatives in the coming year.

#### Future outlook

As we look back on a year of substantial growth and learning, we are filled with gratitude for the collective efforts of our team, partners, and community. Looking ahead, we are excited about the possibilities and opportunities that lie before us. We remain dedicated to our mission and are committed to continuing our journey of making a positive impact. The future is bright, and we are ready to embrace it with open arms.

#### Overarching Organisational Aim:

To free people from the things that are holding them back such as anxiety, depression, low confidence, poor self-esteem and lack of motivation to discover their motivated abilities and obtain the skills they need to move into a financially independent future.

Our online group Cognitive Behavioural Therapy (GCBT) programmes continue to radically change participants thinking and also their subsequent behavioural patterns with many participants undergoing life changing transformations as a result.

#### Delivery Activity outputs:

**Target: The organisation will support over 200 beneficiaries a year.**

From April 2023 – March 2024, Safe New Futures has delivered:

1. 417 pre-course motivational interviews (Booked PCCs)

2. **16** self-development training courses. (each course is 2 days per week over a 5-week period)
3. **135** rounds of post-course follow-up support.
4. **206** beneficiaries finished the course.

See the detailed breakdown below.

No. of courses	Pre-course interviews	Finished participants
<b>16</b>	<b>417</b>	<b>206</b>
<b>Adults New Futures (NLCF/ Henry Smith)</b>		
<b>8</b>	<b>253</b>	<b>128</b>
<b>Youth New Futures (Quilter Foundation, MoneyBarn, HS, NHS)</b>		
<b>8</b>	<b>164</b>	<b>78</b>

### Training programme effectiveness

Our training programmes have always been a cornerstone of Safe New Futures, and we have continued to see improvements in people’s lives. Despite a slight dip compared to the previous year, the past year has shown promising outcomes in various psychological measures:

Between April 23 to March 24, we have continued to see improvements in people’s lives as detailed below:

Psychological Measure	April 23 – March 24	April 22 – Mar 23
Greater self-esteem	79%	82%
Improving in confidence	80%	92%
Job search goals	79%	88%
Less depressed	70%	77%
Less anxious	73%	76%

The aftermath of the Coronavirus pandemic has escalated mental health issues across the UK, leading to increased anxiety, social isolation, and barriers to reintegration into society. Safe New Futures adapted by transitioning to an online format, making our services more accessible and supporting individuals more distanced from the labour market.

A concerning statistic from Hampshire colleges showed that in October 2023 that 50% of students are on the at risk register for mental health. Safe New Futures has prioritised addressing this by aiding young people in improving their mental health and overcoming barriers.

Karen's story is a testament to the effectiveness of the program. Struggling with job rejections and lacking feedback, Karen found the SNF workshops transformative. The course helped her identify her strengths, combat unhealthy thinking, and gain practical skills. This newfound self-efficacy led to her acceptance into NHS Professionals' Patient Care Services training, a significant step forward in her career.

Despite high unemployment rates and limited training opportunities, 63% of participants made significant progress towards training, volunteer work, or employment over the past year. This success is attributed to effective community partnerships, updated employability support, and a focus on holistic development.

Our new post-course 12-week Pathways programmes ensure ongoing peer support and a focus on comprehensive goal setting, including personal and health objectives. This holistic approach is vital for participants to move forward in their journeys toward employment and personal fulfilment.

Some comments from our recent participants include:

*“Keep an open mind. Don't be afraid to share your experiences if you want to, everyone is friendly and non-judgemental. Let this course be the starting point of something important. You will learn skills you can reflect on for months or even years to come, with the booklet to look back on and remind you of the skills. There are so many exercises that can be used in daily life.” – A, 19*

*“Don't be afraid to share what you're thinking even if it seems obvious. The course was less daunting than I thought it would be. The way it is broken up makes it easy to follow through.” - B, 21*

Positive progressions:

We continue to see positive progressions of 59% into Employment, Education, Training and Work Experience. Our aim with the introduction of the Pathways programme is to reduce the number of unknowns and keep closer track of people's progression once they move on from the five-week course.

Working	Work Experience	Training Course	Education	Unemployed	Signed Off Sick	Not known
28	17	10	3	11	0	29
29%	17%	10%	3%	11%	0%	30%

Case Studies:

**R (19) September 2023 course.**

*I only had a vague idea of what I wanted to do moving forward from over 2 years of struggling with depression after getting kicked out of college due to my mental health with no support.*

*The sessions were much more casual than you would expect from an online course, and everything was very interactive and participant lead.*

*The content was extremely helpful for introspection, and I made a few friends during the sessions, who I have continued to speak to afterwards. Having a set structure in my life for even a couple of weeks was so helpful in getting back on track with life and taking care of myself. It was the kick that I needed to advocate for myself and start my adult life in a positive way.*

*Thanks to the course's focus on strengths, goals and skills I committed to a job choice and completed a course which has guaranteed me an interview for the position I want. I have this interview coming up soon, and I am confident that I will do well.*

*I would not have made the effort and pushed myself forward if I hadn't had the support and guidance that this course offers even after ending through their Pathways program and just having the physical copy of all the work we did.*

*I have taken on a much healthier lifestyle, I am learning to drive, I am setting goals for myself in the next year with this new job and becoming independent. I am very grateful to have been given the chance to change myself for the better.*

*This course is perfect for a stress free but impactful look into your own wellbeing and worth. It will help you understand what you need to work on, what you can already do and improve your mindset overall.*

**B (24) January 2024 course**

*Before starting the course, I was stuck in loops, doing nothing and letting the days breeze past. I was trying to keep myself going by staying comfortable and entertained instead of working on things.*

*The course was very good, and it was good to be do something to improve on my mental state. I felt excited and hopeful. I saw progress early on- feeling better about myself and felt hopeful to go further with it. The positive vibes helped to kick start more positive thinking. It was a nice change from a cycle of doing nothing. I started to believe it could work.*

*Now I'm looking for career opportunities (in Media or I.T) and am looking to start driving. I'm looking for a place to move to. I'm doing more than I used to and have increased motivation.*

*I have become more introspective and realise it's okay to feel bad and to teach myself to think more positively. I used to have false positivity, now it's more natural. I found it most useful when we were left to think/reflect ourselves- that's when I really dug deep. I needed a push as my biggest issue is starting things.*

**NLCF Core Funding Benefit**

The National Lottery Core funding has given the charity vital ability to develop its infrastructure and develop its outreach capacity.

The CEO has been freed up to participate in a total of 122 external meetings (equating to 195 hours in total) this past year to represent Safe New Futures. Of these 80 were developing Safe New Futures funding, profile and growth (39 online and 41 in person), 22 meetings were in pursuit of the corporate contacts and development (8 online and 14 in person) and 20 (18 online and 2 in person) were developing research projects around our existing provision and potential future markets.

These meetings have resulted in developing a Care leavers programme with HIWCF and a LGBTQ+ programme with Hampshire & Isle of Wight Integrated Care Board, as well as bringing on board local influencers like Peter Taylor, a partner in a local firm of solicitors, Paris Smith.

The core funding also freed the CEO to engage in personal management development and has been invited to be part of Peer2Peer board Lyndhurst as a funded place. The Peer2Peer board gives Nina the opportunity to engage with local business leaders and promote both Safe New Futures and the trading arm, Choices Training & Development.

In addition, we have been busy re-engaging with Southampton city and Hampshire County councils and brought on board new youth referrers.

## Organisational Aim 1- Grow and manage the trading arm so that the charity is less reliant on Grant Making Trusts for income:

Choices Training and Development Ltd.

The Choices [www.choicestraining.org.uk](http://www.choicestraining.org.uk) website has been completely overhauled by Ann-Marie Reacord. The website highlights our Transforming Mindsets programme helping companies to investing in their staff and drive engagement, culture and efficiency.

The following three issues are those that we feel are most pertinent point of pain where we can provide useful interventions and we hope that companies will see that also.

### 1. **Overcoming disengagement and loneliness in the workplace:**

- alarming insights, revealing that one in five workers experience loneliness daily, affecting their well-being and productivity.
- With only 11% of the UK workforce feeling truly engaged, how we can implement actionable solutions.

### 2. **Fostering a sense of belonging and connection amongst hybrid teams.**

- Strategies for leaders to foster a sense of belonging and connection among dispersed or remote teams, combating isolation and loneliness.
- Drawing from his experience as a mentor and advisor, he will provide actionable strategies and real-life examples of successful leadership practices that promote a positive and interconnected workplace.
- Addressing the challenges and opportunities that digital transformation presents to organisational culture and employee relationships.

### 3. **Creating engagement amongst Gen Z**

- Business culture and its effect on employee experience
- Approaching, researching and executing culture change
- Supporting connection via workplace culture with relevance to Gen Z

We are delighted to be working with a new partner: **The Hampshire and Isle of Wight Integrated Care Board (HIOW ICB) via an NHS contract to deliver 6 youth courses over the next two years.**

This contract is being invoiced through Choices Training and Development Ltd. The first invoice of £12,850 to HIOW ICB for the NHS contract has already been paid to Choices Training and Development and 100% of the profits will be passed on to the Charity.



I am particularly pleased that we have secured the NHS contract as it ties in very directly with our overall vision from seven years ago to go national specifically via the NHS. The specific goal was articulated by our trustees, way back in January 2017:

*For as many people as possible to benefit from our unique and extraordinarily effective Safe New Futures programmes through large scale, national and mainstream delivery, reconnecting people who have become lost with society, family, work, and their own potential.*

- *The programmes are offered to anyone irrespective of age, background or location who have mild to moderate mental health or unemployment issues.*

- *The programmes are run using an online blended learning model and we are looking to partner with public services, e.g., the NHS, DWP or Educational establishments.*

**Please note that these goals were formulated pre-pandemic when moving into an online learning model was a huge leap. It really was quite a visionary goal that some thought had no chance of success! Having started a partnership with the NHS, we will now look to fulfil those goals through partnerships with the DWP and educational establishments, but one step at a time.**

## Organisational Aim 2 - **Ensure a broad and balanced portfolio of funding sources to support the charity.**

In our ongoing efforts to ensure a broad and balanced portfolio of funding sources, we actively pursue a variety of opportunities to secure financial support for Safe New Futures. Our dedicated team continually applies for funding from both longstanding and new sources. In addition to our established relationships with foundation trusts and government grants, we are expanding our reach by engaging with local community organisations such as Rotary Clubs, and forging partnerships with large businesses interested in adopting Safe New Futures as their corporate charity of the year. These initiatives are crucial for sustaining and enhancing our ability to deliver impactful programmes across our community.

We continue to be grateful to the following foundation trusts for their ongoing continuation funding for 2024-2025:

1. **the National Lottery Reaching Communities Fund** towards governance, infrastructure and development.
2. **the Henry Smith Charity** (for three youth course and five adult courses per annum)
3. **Moneybarn Foundation and the Hampshire and Isle of Wight Community Foundation** (towards one youth course)
4. **The Ford Community Foundation and the Hampshire and Isle of Wight Community Foundation** towards one youth
5. **The National Lottery Awards for All** towards two youth courses.
6. **The Edward Gostling Foundation (EGF)** for their endowment on trust for five years

Below is a summary for the projected funding streams to 2024-2025

### Adult Programme Funding

- a) **the Henry Smith Charity** (£60,000 towards the adult course)

### Youth Programme Funding

- a) **The Henry Smith Charity** (£40,000 towards the youth course)
- b) **The Hampshire and Isle of Wight Integrated Care Board (HIOW ICB) via an NHS contract** - £38,550
- c) **The National Lottery Awards for All** - £19,790
- d) **Moneybarn Foundation** (£8,250 via HIWCF towards a youth course)

### Core funding:

- The National Lottery Reaching Communities Fund** (£32,000 toward management costs)

### Other funding:

The **Edward Gostling Foundation (EGF)** - £100,000 endowment on trust for five years of which the interest at 5% per year are shown in the 2024-2025 budget.

We can use the income from the investment of the Edward Gostling Foundation endowment for our charitable activities (specifically not for a free-lance fundraiser).

It can also be used if our level of reserves falls beneath 3-months operating costs. On the fifth anniversary, we can spend the amount to further our charitable objectives. In the meantime, we can use the interest, and in five years we can use the total amount if necessary.

#### Funding sources (April 2023– March 2024)

National Lottery Core Funding £204,026 over 3 years (100% over 4 years)	£33,925.00
Garfield Weston (£60,000 x 100% over 2 years)	£30,000.00
Henry Smith Foundation - post Covid Support Fund (£117,000 x 100% over 3 years)	£39,400.00
Moneybarn Social Impact Fund (HIWCF) (£24,750 x 100% p.a. for 3 years)	£8,250.00
The Henry Smith Improving Lives (£180,000 over 3 years)	£60,000.00
Quilter Foundation Continuation Grant (£24,475/2 x 100%)	£24,475.00
Hampshire C.C., Local Solutions (£11890 x 100%) £12k actually received	£12,000.00
National Lottery Awards for all	£19,790.00
Ford Britain Trust (£2,200 x 10%)	£1,900.00
Anton Jurgen Funds (£3,976 x 0%) re-apply next year	£0.00
Sir Jules Thorn Charitable Trust (£5,000 x 60%)	£2,500.00
Winchester City Council, Project Grant Scheme	£4,960.00
Ford Community Foundation (£5,912 x 10%) HIWCF	£5,912.00
NHS (HIOW ICB) (£12,850 x 100%)	£12,850.00
Portsmouth City Council (£4,500 x 5%) HIWCF	£4,500.00
Procure Plus (Hannah Carty) (£2,000 x 80%)	£4,000.00
Edward Gostling (can't spend for 5 years)	£100,000.00
Other General Gifts & Misc	£2,272.03
Bank interest received	£1,291.03

Here is some recent feedback from HIWCF, one of our funders. It reflects the reason why we have been given consistent repeat funding from our funders over the past eight years.

*“What a brilliant report – you have included so much detail and some great analysis about the ways in which you have improved the service (for example the pre-course holding/ warm-up communication). The reach of services that you have as referral partners is impressive.*

*I loved the case study at the end. It really shows how a myriad of factors can impact people’s mental health and ability to work and how your service can provide support and insight at crucial times. Your project budget is fully on track – excellent! We are happy for you to make small adjustments between budget headings as you have been doing; please continue to make these small adjustments yourselves, and if you need any more significant budget changes just drop us a line to discuss. Overall, it seems that grant funded work has had real impact.”*

### Organisational Aim 3 - Diversify the referral stream to ensure a balanced partner base

Expanding the referral base:

Diversify the referral stream to ensure a balanced partner base. Consolidate processes and structure to bed in expansion and address any gaps in reach.

We currently have 106 active referrers from 31 different organisations, who have sent us 561 referrals. As always, the Job Centre and Seetec Pluss continue to be our most active referrers, but we are pleased to see that Solent Mind, Itchen College, Social Prescribers, Southampton City Council, are becoming increasingly more active. We also continue to build on our expansion into Surrey as detailed below.

#### Surrey Heath partnership

Due to the significant number of young people not in education or employment, Safe New Futures has recognised the need to diversify our referral stream in Surrey. Through continued engagement we have developed a new partnership with the NEET (16-18) Transition Education Participation team at Surrey County Council. This collaboration has demonstrated how our programme can positively impact NEET young people. Our referral process is now in operation. The ongoing collaboration with the Workshop Youth Careers Guidance Drop-in Centre in Surrey Heath continues and is demonstrating the effectiveness of our programme for young people (aged 16-25) across Surrey.

We are actively participating in Job Centre events in Camberley and Woking. The partnership with The Guildford FedCap is thriving, bringing ongoing benefits to both our organisations. Building strong relationships and staying engaged with events like these makes a difference in the success of partnerships. Due to the continued relationship FedCap has even inquired about our participation in events at their Reading, Berkshire branch. Safe New Futures' consistent participation in FedCap events ensures a steady flow of referrals and maintains continuity.

#### Marketing Overhaul

To help support the work of diversifying our referral stream, we have engaged in a Marketing Overhaul as follows:

Recognising the crucial role of effective communication in enrolment rates, a new marketing manager has been streamlining all our emails, and communications, and has hugely increased our social media presence to enable us to attract and engage young people. Tasked with refining our pre-course communication strategy, her goal is to ensure our messages resonate authentically and motivate potential attendees.

#### Branding and website redevelopment:

Additionally, a revamp of our communications, online presentations, and attendance at over 33 youth hubs, employment, and wellbeing events has resulted in seven new referrers.

In our pursuit to reflect our mission of facilitating transitions more accurately and to de-emphasise the word 'Safe', we have evolved our branding with a new logo featuring five dynamic 'swooshes', symbolising the transformative journey our participants undertake towards employment, training, or volunteering. This rebranding, encompassing a fresh logo, distinct tone of voice for each key audience type (participant, funder, and referrer), website redesign, and marketing asset update, is a strategic move to elevate our charity's position, enhancing our appeal to potential funders and broadening our impact.

The new logo and branding have been rolled out across all our communications and marketing collateral. Our website has been recently re-designed to incorporate the new branding and messaging.

## Organisational Aim 4 – Research and Development. To ensure robust and adequate research projects into all our areas of development and growth

### Our three research projects over the year have been:

1. To examine the psychology of volunteering with older people and those signed off on long-term sick and specifically how the Safe New Futures programmes can enable greater involvement in community activities.

We worked with four new partners to deliver the project, Community First, Havant Borough Council, Havant Library, the Pallant Centre. We are now developing a partnership with the University of Winchester working with Debra Gray, a Reader in Social Psychology at University of Winchester.

2. To examine the effect of the pandemic on young people and how best we can adapt our programmes as a response: This project was carried out in partnership with the University of Southampton. New partnerships as a result of this research, include Itchen College, Havant Youth Hub, The Lighthouse learning trust, YMCA mother and baby unit, CAMHS and Fedcap.
3. To examine social media influencers who promote a healthy awareness of mental health issues, neurodiversity, ADHD, LGBTQ support for young people. Solent University have provided us with a social work student, who heading up this project

### Research project one - The psychology of volunteering.

#### Overview:

Safe New Futures recently conducted a face-to-face course in Havant, focused on improving wellbeing and fostering community involvement among older and disabled people. This report outlines the course's structure, adaptations, and outcomes, highlighting its impact on the participants who completed the course (9).

The three main objectives of the course were to:

- Improve mental wellbeing.
- Reduce social isolation and loneliness.
- People become more engaged in the community or move into volunteering.

#### Conclusion

The basic premise of our New Futures programmes is that people learn how to use intrinsic motivators to move themselves forward into volunteering, work experience, training, education, employment, or self-employment.

In the case of the cohort in Havant, we were able to move people into volunteering or community involvement due to our focus on intrinsic motivation which is particularly important when we are looking at moving people into activity that is not driven by external rewards or punishments. Intrinsic motivation has to come within the individual undertaking the activity for its inherent satisfaction. This is where our New Futures programmes can be so effective.

Improving self-efficacy (enabling people to believe in themselves) fundamentally increases people's ability to move forward. It is the basic building block in our New Futures programmes. As Barbara on the Havant cohort said, "the New Futures course has got me living again. I've had to wake everything up to get going again and now want to be the best I can be."

## Research project two - the effect of the pandemic on young people and specifically the efficacy of our online programmes.

In the wake of the pandemic, a pressing social problem has emerged: mental health problems are getting worse at a younger age.

In response, we've collaborated this past month, once again, with the Student Innovation Project team at the University of Southampton, a respected member of the Russell Group of research universities. This partnership aimed to conduct a comprehensive piece of research titled 'The Synergy of CBT and Vocational Training'.

The insights gained from this study have been invaluable, particularly in understanding the critical role of self-efficacy in students' willingness to engage in educational settings.

The research illuminated the importance of enhancing self-efficacy in our programmes, especially for those students refusing to attend education due to mental health issues. Armed with these findings, we will be actively integrating the suggestions into our programmes to improve their effectiveness. This proactive approach not only enhances our existing methods but also ensures that we are adapting to the evolving needs of our young people.

This strategic collaboration and the subsequent implementation of research findings demonstrate our commitment to continuously evolve and strengthen our response to the mental health crisis among young people.

We believe that these efforts will significantly contribute to better outcomes for our participants, aligning with our mission to support and empower them in these challenging times.

### Conclusion

Combining vocational training with cognitive behavioral therapy (CBT) has proved effective in addressing the mental health problems of the unemployed, as demonstrated by Safe New Futures (SNF). This approach has been successful in restoring confidence and assisting in the reintegration of individuals back into the community.

In the context of the pandemic, Safe New Futures recognizes the escalating mental health problems among young people and is seeking to build on its success in addressing the mental health of young people.

Adolescents affected by the social constraints of the pandemic underline the central role of Vocational Educational Training in developing skills and forming a vocational identity, which is crucial for social inclusion and individual well-being.

Safe New Futures programmes reverse negative thinking patterns and promote improved mental health and employability, through the synergy of vocational training, Cognitive Behaviour Therapy based strategies, and peer support.

### Moving forward:

In response, we recognise that our programmes are ideally placed to **reduce social isolation**. Many of our programmes bring out the best in the group, harnessing the power of community, fostering an atmosphere of camaraderie and shared enthusiasm.

Sometimes a couple of standout participants will take the reins as leaders, fueling an ambiance of positivity that cascaded through the group. Ongoing support and engagement are provided by post-course WhatsApp groups, acting as a beacon of encouragement for one another as they embark on their employment journey post-course.

**Internal Research:**

We continue to research our internal performance and make changes accordingly.

In particular, we pay great attention to the various points where potential participants drop out of the process. In response we introduced a video of each facilitator talking through the course outline which is available to all candidates on a private YouTube channel. This has helped to improve retention rates.

We have also introduced course agreements for those who get to the end of the process and wish to sign up, along with questions about carer responsibilities which might impact attendance, which has helped retention rates also.

**Retention Rates:**

Referrals	Booked Pre-Course Chat	Attended Pre-Course Chat	Enrolled	Started	Finished
593	417	377	325	276	206
<b>Adults New Futures</b>					
344	253	231	197	174	128
<b>Youth New Futures</b>					
249	164	146	128	102	78

**Risks**

**Sustainability**

A new operations manager has been recruited and working full-time since January 2024 alongside a free-lance marketing manager who works approximately 2 days per week.

This new senior leadership team means there is a diversity of strategic experience and expertise that we have not previously had. In addition, the operations manager is being trained up as deputy CEO to ensure less reliance on the current CEO who has led the charity for the past 8.5 years without significant management support until now.

**Reliance on Grant funding**

We remain very reliant on grant funding however, we are very pleased that the new NHS contract is a new source of income and we are prioritising the outcomes and documentation thereof with the aim of increasing that funding source in coming years.

**Effective training delivery**

As we increase course numbers we are aware that too many participants on the course could impact the psychological improvements and outcomes and possibly facilitator motivation. However. We are mitigating these risks by:

- Monitoring and Evaluation forms filled in and discussed after each course.
- Weekly meetings held with facilitators to ascertain impact.
- Management constantly monitoring and discussing any issues arising.

Potential risk areas:

Keeping in touch with our beneficiaries.

*Pathways programme*

The CEO attends day one and day ten of the course programmes. Her experience of attending so many “Day 10” of the courses to say hi! and find out how the course participants got on, she always felt the pain of the disappointment from participants, that the course was coming to an end was always something they articulated. To that end, we have spent the last 18 months developing six-month continuation Pathways workshops.

Very excitingly, for our January course, we saw 100% of the youth course and 56% of the adults move on to Pathways. This not only helps us keep track of the outcomes for our candidates but also ensures their ability to move on successfully into education, employment or training.

**Here are some comments from the Pathways group on 29<sup>th</sup> February.**

“This is only my second Pathways session, but it’s a really positive thing to be a part of. It’s great to share things with people in a safe space with no judgement.” T
“Pathways has become a part of my routine, and I know I can be myself a bit more during these sessions.” E
“Pathways is great to feel listened to, I was feeling isolated but attending the workshops with all the different people, makes me feel less isolated which I haven’t felt for years.” T

This quote sent to us by one of our referrers exemplifies what so many of our course participants are saying. I am particularly heartened by the person’s commitment to Pathways!

*“Please may I just say my deepest gratitude for signing me up to the Safe New Futures Course. It was a complete lifeline for me, and literally felt like it saved my life. **Currently studying the continuation Pathways course every Thursday, which is diving deeper and supporting me moving forward.** I recommend this course to anyone and everyone who is in need of support and something to focus on. The facilitators are fabulous and understand you and empathise. They have also managed to sign post me to receive support with my ADHD. So I really hope I can get coaching support.”*

Safeguarding

Our safeguarding officer Michael Johnston, together with the safeguarding panel and trustees, review our internal policies and procedures on an annual basis.

All staff have regular in-house safeguarding training. The Safeguarding lead is trained to a level 4 and all the panel are trained to a level 3. All Facilitators and the Safeguarding panel have a certificate in suicide awareness training. All staff have had in-house PREVENT training.

*Safeguarding panel*

The Panel is headed by Sue Singh safeguarding who leads a monthly meeting to manage any concerns and risk that are arising. The safeguarding lead meets with safeguarding trustee every three months or in the case of any issues arising.

Termly trustee safeguarding reports are now processed to ensure due diligence, transparency and general awareness.

People at risk

All facilitators are trained and have access to the relevant signposting. A clear flowchart ensures that staff can swiftly and confidently deal with any concern regarding people at risk. To make signposting

an easy process we have created a signposting page on the safe New Futures website so that access to any recourses for the candidates is easily accessible. Therefore, enabling an easy process for all concerns and risks of Safe New Futures candidates.

#### Team Wellbeing

We have introduced individual Wellness plans organised by our Wellbeing Co-ordinator who is also available to talk to anyone about any wellbeing issues.

#### Environment

Everyone is very environmentally aware. Staff regularly work from home, and we communicate via Team meetings, thereby reducing our carbon footprint. Our surveys are now carried out digitally using SurveyMonkey rather than paper-based systems. All documents are kept in the cloud on a SharePoint system through Office 365. Documents are nearly always studied on screen, and we make regular use of the 'share' facility on Microsoft teams to explain reports rather than printing and reading hard copies.

#### Digital progression

We continue to use Zoom to deliver our courses. Not only does this allow us to access a wider pool of candidates, but facilities such as the annotate tool and breakout rooms allow for an innovative and engaging experience.

We moved away from SurveyMonkey to collect our psychological measure to Google forms, as they were more cost effective and easier to use. It still has the same effect of streamlining the administrative process involved in collating and analysing all responses, but it also enables us to monitor and demonstrate the efficacy of our programmes.

We continue to send out newsletters to referrers via Mailerlite.

We received a grant of £1,900 From Ford Britain to purchase eight tablets to send out to our course participants and to buy a laptop able to cope with graphic packages.

#### Golden Threads

- a) 23 of last year's course participants have been neurodivergent. As we expand and diversify our referral partners, we anticipate this percentage increasing.
- b) The fact that we are now online enables people with physical disabilities and underlying health conditions and those anxious about going outside, to access our support.
- c) The programmes are very interactive, with games and multiple ways to engage to ensure that those with learning difficulties or literacy or numeracy issues can equally benefit from our programmes.
- d) The course enables people who have been stigmatised perhaps because of sexual orientation, race, or beliefs to overcome the effects that has had on them and their core beliefs and move forward confidently.
- e) To support those who would otherwise face digital exclusion, we provide support with data costs, and can offer free laptop and tablet loans for the duration of the course.

#### Premises:

We have moved office into the Arena Business Centre, Threefield House, Threefield Lane, Southampton, SO14 3LP on 1<sup>st</sup> May which is much more suitable for corporate events and both internal and external meetings generally.

## Finance

### Financial overview

- Income for 2024 was £386,990, an increase of £63,017 on 2022 income of £323,973 (2023: an increase of £18,947 on 2022 income of £305,026)
- Total expenditure for the year decreased by £31,103 to £284,524 mainly due to a reduction in the number of staff (2023: increase of £7,988 to £315,627 compared to 2022 levels).
- The net surplus for the year was £102,466 (2023: £8,346 & 2022: deficit £2,612). This includes £100,000 received from Edward Gostling Foundation which is to be held for 5 years, the interest earned thereon can be used for charitable purposes and capital only used in exceptional circumstances if the reserves fall below 3 months.
- Net assets were £179,129 (2023: £76,663 & 2022: £68,317) including the £100,000 received from Edward Gostling Foundation.

### Principal funding sources

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

### Reserves policy

The trustee board continues to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £179,129 (2023: £76,663 & 2022: £68,317), of which £70,046 (2023: £67,721 & 2022: £27,335) represented unrestricted funds including £3,270 fixed assets (2022: £7,230). Restricted funds were £109,083 including the £100,000 from Edward Gostling Foundation (2023: £8,942 & 2022: £40,982).

**Responsibilities of the trustees**

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

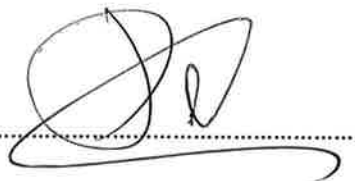
So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 13<sup>th</sup> June 2024 (Board Meeting)

and signed on their behalf by:

**Darren Muir, Director**



.....

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2024, which are set out on pages 22 to 33.

### **Responsibilities and basis of report**

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

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

### **Independent examiner's report**

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

25 June 2024

7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<i>INCOME</i>					
Donations and legacies	3	5,272	-	5,272	15,314
Charitable activities	2	39,614	340,813	380,427	308,480
Interest received		1,291	-	1,291	179
<b>TOTAL INCOME</b>		<b>46,177</b>	<b>340,813</b>	<b>386,990</b>	<b>323,973</b>
<i>EXPENDITURE</i>					
Charitable activities	5	38,312	246,212	284,524	315,627
<b>TOTAL EXPENDITURE</b>		<b>38,312</b>	<b>246,212</b>	<b>284,524</b>	<b>315,627</b>
<b>NET INCOME FOR THE YEAR</b>		<b>7,865</b>	<b>94,601</b>	<b>102,466</b>	<b>8,346</b>
<b>TRANSFERS</b>		<b>(5,540)</b>	<b>5,540</b>	<b>-</b>	<b>-</b>
<b>NET INCOME FOR THE YEAR AFTER TRANSFERS</b>		<b>2,325</b>	<b>100,141</b>	<b>102,466</b>	<b>8,346</b>
<b>FUNDS AT 1 APRIL 2023</b>		<b>67,721</b>	<b>8,942</b>	<b>76,663</b>	<b>68,317</b>
<b>FUNDS AT 31 MARCH 2024</b>		<b>70,046</b>	<b>109,083</b>	<b>179,129</b>	<b>76,663</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2023 £
<i>INCOME</i>			
Donations and legacies	12,593	2,900	15,314
Charitable activities	30,000	278,480	308,480
Interest received	179	-	179
<b>TOTAL INCOME</b>	<b>42,772</b>	<b>281,380</b>	<b>323,973</b>
<i>EXPENDITURE</i>			
Charitable activities	11,523	304,104	315,627
<b>TOTAL EXPENDITURE</b>	<b>11,523</b>	<b>304,104</b>	<b>315,627</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>31,249</b>	<b>(22,724)</b>	<b>8,346</b>
<b>TRANSFERS</b>	9,316	(9,316)	-
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>	<b>40,565</b>	<b>(32,040)</b>	<b>8,346</b>
FUNDS AT 1 APRIL 2022	27,335	40,982	68,317
<b>FUNDS AT 31 MARCH 2023</b>	<b>67,900</b>	<b>8,942</b>	<b>76,663</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)

**BALANCE SHEET AT 31 MARCH 2024**

	Notes	2024	2023
		£	£
<b>FIXED ASSETS</b>			
Investments	6	1	1
Tangible assets	7	3,269	7,229
		<u>3,270</u>	<u>7,230</u>
<b>CURRENT ASSETS</b>			
Debtors	8	119,113	6,610
Cash at bank and in hand		128,227	153,982
		<u>247,340</u>	<u>160,592</u>
<b>CREDITORS: amounts falling due within one year:</b>			
	9	<u>(71,481)</u>	<u>(91,159)</u>
<b>NET CURRENT ASSETS</b>		175,859	69,433
<b>NET ASSETS</b>		<u>179,129</u>	<u>76,663</u>
<b>FUNDS</b>			
Unrestricted funds	10	70,046	67,721
Restricted funds	10	109,083	8,942
<b>TOTAL FUNDS</b>		<u>179,129</u>	<u>76,663</u>

For the financial year ended 31 March 2024, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

Director



Dated:

25.6.2024

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

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

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

#### 1 ACCOUNTING POLICIES (continued)

##### (d) Investments

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### (e) Tangible fixed assets

Fixed assets are capitalised for ongoing use within the company.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### (f) Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### (g) Group accounts

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### (h) Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### (i) Pensions

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds	Restricted funds	Total 2024	Total 2023
		£	£	£	£
	Funding contracts and grants:				
	Henry Smith	-	-	-	18,200
	Garfield Weston Foundation	30,000	-	30,000	30,000
	National Community Lottery	-	-	-	31,842
	Quilter Foundation	-	24,475	24,475	50,813
	Edward Gostling Operations	-	22,916	22,916	2,084
	National Lottery Awards for All Community Fund	-	67,850	67,850	64,168
	National Lottery Awards for All	-	-	-	9,775
	Prime Foundation	-	-	-	10,620
	Thomas Wall Foundation	-	-	-	5,000
	HIWCF - Solent Supporting Employment	-	-	-	29,862
	Henry Smith Improving Lives Youth	-	32,300	32,300	25,200
	Henry Smith Improving Lives Adult	-	60,000	60,000	15,000
	HICWF Money Barn Social Impact	-	-	-	8,250
	Procure Plus	-	4,000	4,000	-
	Hants CC Havant Face to Face Course	-	12,000	12,000	-
	Winchester City Council Adult Courses	-	4,960	4,960	-
	Ford Britain IT equipment only	-	1,900	1,900	-
	HIWCF Ford Community Club (Towards youth)	-	5,912	5,912	-
	Portsmouth City Council	-	4,500	4,500	-
	The Edward Gostling Fund	-	100,000	100,000	-
	Management fee Choices courses	9,614	-	9,614	-
	Kick Start Grant	-	-	-	7,666
	<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>39,614</b>	<b>340,813</b>	<b>380,427</b>	<b>308,480</b>

### 3 DONATION AND LEGACY INCOME

Donations and legacies includes the following donations from institutions in excess of £2,000:

	2024	2023
	£	£
University of Southampton	-	2,900
St James Place	-	2,500
BPF Energy	-	3,149
Sir Jules Thorn Charitable Trust	2,500	-
Other donations	2,772	6,765
	<u>5,272</u>	<u>15,314</u>

### 4 STAFF COSTS

	2023	2022
	£	£
Wages and salaries	145,761	194,891
Social security costs	7,088	7,910
Employers pension costs	10,540	5,046
	<u>163,389</u>	<u>207,847</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

#### 4 STAFF COSTS (continued)

The average number of staff employed during the year was 7 (2023: 10). No employee received emoluments of more than £60,000.

No remuneration was paid to trustees/directors during this or the previous year. During the year the cost of to the charitable company of employing key management personnel, including pension contributions, totalled £67,977 (2023: £63,464).

No trustees were reimbursed for expenses during this year (2023: one trustee was reimbursed £326).

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	137,403	137,403	180,549
Travel and subsistence	696	492	1,188	897
Subcontractors	4,028	43,596	47,624	45,845
Licences and subscriptions	1,032	157	1,189	1,570
Choices manual costs	145	2,611	2,756	3,615
Online courses	383	4,309	4,692	2,928
	<u>6,284</u>	<u>188,568</u>	<u>194,852</u>	<u>235,404</u>
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	3,836	22,150	25,986	27,298
Subcontractors support	115	13,651	13,766	-
Room hire	9,585	3,089	12,674	10,452
Catering	-	279	279	673
Training costs	953	369	1,322	166
Depreciation	3,963	-	3,963	4,971
Loss on disposal of fixed assets	745	-	745	-
Telephone	918	2,704	3,622	3,726
Postage, printing and stationery	383	2,175	2,558	3,317
Computer running costs	3,113	5,216	8,329	11,644
Legal and professional fees	141	-	141	379
Bookkeeping	1,674	4,757	6,431	6,938
Accountancy	2,669	321	2,990	2,977
Insurance	312	1,209	1,521	1,437
Bank charges	144	-	144	152
Sundry costs	2,784	1,346	4,130	4,907
Licences and subscriptions	550	-	550	619
Promotion, marketing and publicity	143	378	521	567
<b>TOTAL EXPENDITURE</b>	<u><b>38,312</b></u>	<u><b>246,212</b></u>	<u><b>284,524</b></u>	<u><b>315,627</b></u>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,400 (2023: £2,400).

**SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

**NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)**

6	INVESTMENTS			<b>Unlisted investments</b>
				<b>£</b>
	Investment in subsidiary at beginning and end of year			<u><u>1</u></u>
	On 16 November 2015 a subsidiary company, Choices Training & Development Limited (company registration number 09873448) was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.			
7	TANGIBLE FIXED ASSETS	<b>Computer &amp; other equipment</b>	<b>Website</b>	<b>Total</b>
		£	£	£
	<b>COST</b>			
	At beginning of year	35,215	2,400	37,615
	Additions	748	-	748
	On disposal	(4,375)	-	(4,375)
	At end of year	<u>31,588</u>	<u>2,400</u>	<u>33,988</u>
	<b>DEPRECIATION</b>			
	At beginning of year	27,986	2,400	30,386
	Charge for the year	3,963	-	3,963
	On disposal	(3,630)	-	(3,630)
	At end of year	<u>28,319</u>	<u>2,400</u>	<u>30,719</u>
	<b>NET BOOK VALUE</b>			
	At end of year	<u>3,269</u>	-	<u>3,269</u>
	At beginning of year	<u>7,229</u>	-	<u>7,229</u>
8	DEBTORS			<b>2024</b>
				<b>£</b>
	Other debtors			542
	Prepayments and accrued income			730
	Amounts due from subsidiary undertaking			117,841
				<u><u>119,113</u></u>
				<u><u>6,610</u></u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

9	CREDITORS: amounts falling due within one year	2024	2023
		£	£
	Other tax and social security	2,776	3,490
	Accruals and deferred income	68,705	87,669
		<u>71,481</u>	<u>91,159</u>

10 a	MOVEMENT IN FUNDS	Balance at 1 April				Balance at 31 March
		2023	Income	Expenditure	Transfers	2024
		£	£	£	£	£
	<b>Restricted funds</b>					
	Quilter Foundation	-	24,475	(24,475)	-	-
	National Lottery Community Fund	-	67,850	(67,850)	-	-
	National Lottery Teens	2,442	-	(4,584)	2,142	-
	Thomas Wall Foundation	1,000	-	(1,000)	-	-
	Henry Smith Improving Lives Youth	-	32,300	(35,249)	2,949	-
	Henry Smith Improving Lives Adult	-	60,000	(57,005)	-	2,995
	HICWF Money Barn Social Impact	5,500	-	(6,661)	1,161	-
	Edward Gostling Operations	-	22,916	(23,002)	86	-
	Procure Plus	-	4,000	-	-	4,000
	Hants CC Havant Face to Face Course	-	12,000	(12,000)	-	-
	Winchester City Council Adult Courses	-	4,960	(4,960)	-	-
	Ford Britain IT equipment only	-	1,900	-	(798)	1,102
	HIWCF Ford Community Club (Towards youth)	-	5,912	(5,330)	-	582
	Portsmouth City Council	-	4,500	(4,096)	-	404
	The Edward Gostling Fund	-	100,000	-	-	100,000
	Total restricted funds	8,942	340,813	(246,212)	5,540	109,083
	Unrestricted funds	67,721	46,177	(38,312)	(5,540)	70,046
	Total funds	<u>76,663</u>	<u>386,990</u>	<u>(284,524)</u>	-	<u>179,129</u>

#### 10 b SOURCE OF FUNDS

##### Quilter Foundation

Funding for youth courses aged 16-25 in the Solent Region.

##### National Lottery Community Fund

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### National Lottery Teens

This Awards for All grant provides a contribution to the costs of three teens courses.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)**

#### 10 b SOURCE OF FUNDS (continued)

##### **Thomas Wall Foundation**

Match funding of £5,000 for seven CBT-based programmes with vocational training for young people aged 18-25. The programme consists of a pre-motivational interview, an action packed five-week course (total of 50 hours), completion of a comprehensive personalised workbook, and post-course follow-up training.

##### **Henry Smith Improving Lives- Youth**

£117,200 towards three years' running costs of a project providing mental wellbeing and employment training programmes for unemployed people in Southampton post Covid.

##### **Henry Smith Improving Lives- Adult**

£180,000 towards three years' running costs of a project providing mental wellbeing and employment training programmes for unemployed people in Hampshire and Surrey. The Edward Gostling Foundation granted £25,000 of match funding towards this project (Edward Gostling Operations) in 2023.

##### **HIWCF Moneybarn Social Impact Strategic Fund**

Part funding for one youth programme per year for three years for young people in deprived areas across Hampshire. This is a programme for alleviating the underlying problems that prevent social inclusion and the enjoyment of a full modern life.

##### **Procure Plus**

This grant was for the recruitment of two new employees.

##### **Havant Face to Face Course**

This is a grant to run face to face courses in the Havant area.

##### **Winchester City Council**

This is a grant for adult courses in the Winchester district.

##### **Ford Britain**

This is a grant for the purchase of new IT equipment. During the year a total of £798 was spent on IT equipment which was capitalised

##### **HIWCF Ford Community**

This Grant provides a contribution to the cost of teen courses.

##### **Portsmouth City Council**

This is a grant for adult courses in the Portsmouth area.

##### **The Edward Gostling Fund**

This is an Endowment of £100,000 which cannot be used for 5 years at which time the fund will be available for charitable activities. Any income derived from the endowment can be used for charitable activities. The charity in exceptional circumstances may make use of the capital if the reserves fall below 3 months operating costs provided that they have complied with the Charity Commission.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

10 c COMPARATIVE MOVEMENT IN FUNDS	Balance at				Balance at
	1 April 2022	Income	Expenditure	Transfers	31 March 2023
	£	£	£		£
<b>Restricted funds</b>					
Henry Smith	3,034	18,200	(21,234)	-	-
HIWCF Ford Community	6,000	-	(6,000)	-	-
National Community Lottery	-	31,842	(31,842)	-	-
Quilter Foundation	13,168	50,813	(63,981)	-	-
Edward Gostling	3,500	-	(3,500)	-	-
Edward Gostling Operations	-	2,084	(2,084)	-	-
National Lottery Community Fund	-	64,168	(64,168)	-	-
National Lottery Teens	-	9,775	(7,333)	-	2,442
HIWCF - Solent Supporting Employment	15,280	29,862	(45,142)	-	-
Kick Start Grant	-	7,666	(7,666)	-	-
Prime Foundation	-	10,620	(1,304)	(9,316)	-
Thomas Wall Foundation	-	5,000	(4,000)	-	1,000
Henry Smith Improving Lives Youth	-	25,200	(25,200)	-	-
Henry Smith Improving Lives Adult	-	15,000	(15,000)	-	-
HICWF Money Barn Social Impact	-	8,250	(2,750)	-	5,500
University of Southampton Hospital	-	2,900	(2,900)	-	-
<b>Total restricted funds</b>	<b>40,982</b>	<b>281,380</b>	<b>(304,104)</b>	<b>(9,316)</b>	<b>8,942</b>
Unrestricted funds	27,335	42,593	(11,523)	9,316	67,721
<b>Total funds</b>	<b>68,317</b>	<b>323,973</b>	<b>(315,627)</b>	<b>-</b>	<b>76,663</b>

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted	Restricted	Total
	funds	funds	2024
	£	£	£
<i>As at 31 March 2024</i>			
Tangible fixed assets	3,270	-	3,270
Current assets	75,517	171,823	247,340
Current liabilities	(8,741)	(62,740)	(71,481)
<b>NET ASSETS</b>	<b>70,046</b>	<b>109,083</b>	<b>179,129</b>
<i>As at 31 March 2023</i>			
Tangible fixed assets	7,230	-	7,230
Current assets	67,209	93,383	160,592
Current liabilities	(6,718)	(84,441)	(91,159)
<b>NET ASSETS</b>	<b>67,721</b>	<b>8,942</b>	<b>76,663</b>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)

#### 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The business address of the charitable company is Arena Business Centre, Threefield House, Threefield

#### 13 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

#### 15 RELATED PARTY TRANSACTIONS

There have been no related party transactions other than those with the charitable company's trading subsidiary as disclosed in note 16 and with Trustees as disclosed in note 4.

#### 16 SUBSIDIARY UNDERTAKING

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2023 are summarised as follows:

	2024	2023
	£	£
Turnover	9,614	-
Administration expenses	(20,705)	(12,541)
Other operating income	9,732	9,542
Taxation	-	-
Net profit	<u>(1,359)</u>	<u>(2,999)</u>

At the balance sheet date, Choices Training and Development Limited had net liabilities of £4,357 (2023: net liabilities £2,998).

During the year Choices Training and Development Limited did not make any donations (2023: £Nil) to Safe New Futures.

At the balance sheet date Safe New Futures was owed £117,841 (2023: £5,954) from Choices Training and Development Limited, which is shown within debtors in note 8.

**Safe New Futures**

England & Wales - Charity number 1088357

---

# Accounts

---

**SAFE NEW FUTURES  
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2023**

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2023**

The Trustees present their report and accounts for the year ended 31 March 2023. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees:

A Scammell	(resigned 3 April 2022)
S Nicholls	(resigned 15 June 2022)
S Giles	(resigned 28 April 2022)
J Richards	(appointed 23 March 2022)
S Dafnias	(appointed 26 April 2022)
P Silvester	(appointed 26 April 2022)
D Muir	(appointed 7 June 2022)
S Kandiah	(7 June 2022 to 22 February 2023)

Company Secretary: P Silvester

Principal / registered address: 29 Carlton Crescent,  
Southampton,  
Hampshire,  
SO15 2EW

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds TSB  
63 London Road  
Southampton  
SO15 2US

#### **Objectives:**

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Governing document**

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### **Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

#### **Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of participants.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

#### **Risk management**

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course manual and prescribed programme, plus the training of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

#### **Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day-to-day responsibility for the provision of services rests with the chief executive officer.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Needs analysis.**

Society is facing epidemic levels of emotional and behavioural difficulties. Anxiety and depression is much more prevalent in areas of deprivation. Thirty years' experience of delivering programmes and listening to the needs of participants has given us an understanding of the needs they face. Participants face multiple complex barriers, including behavioural and emotional difficulties, very long-term unemployment, addictions, anxiety and depression, eating disorders, lack of confidence and very low self-esteem.

#### **The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational CBT course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in a significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### Overview Contents

The Story of our support and delivery this year .....	5
Overarching Organisational Aim:.....	5
<b>Organisational Aim 1:</b> .....	7
Choices Training and Development Ltd.....	7
<b>Organisational Aim 2:</b> .....	7
Adult Programme Funding .....	8
Youth Programme Funding.....	8
ESF Programme .....	8
<b>Organisational Aim 3:</b> .....	8
<b>Golden Threads</b> .....	9
<b>Organisational Aim 4:</b> .....	9
Online efficacy findings .....	9
The use of CBT on Offender Rehabilitation (UoS Student Innovation Project). .....	10
Additional Research.....	11
<b>Goal 5 - To ensure Safe New Futures meets project funders requirements around vocational outcomes and psychological improvements.....</b>	11
<b>Mitigating potential risks.....</b>	15
<b>Effective training delivery Preventing stagnation and ensuring highest standard amongst delivery team. ....</b>	15
III.    People at risk.....	17
IV.    Environment.....	18
Finance .....	18

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

#### The Story of our support and delivery this year

##### Overarching Organisational Aim:

To free people from the things that are holding them back such as anxiety, depression, low confidence, poor self-esteem and lack of motivation to discover their motivated abilities and obtain the skills they need to move into a financially independent future.

##### From April 2022 – March 2023, Safe New Futures has delivered:

1. **280** pre-course motivational interviews
2. **22** self-development training courses. (each course is 2 days per week over a 5-week period)
3. **66** rounds of post-course follow-up support
4. Reaching **158** people who finished the course

Table 1

No. of courses	Pre-course interviews	Finished participants
<b>22</b>	<b>280</b>	<b>158</b>
<b>Southampton New Futures (NLCF/ Henry Smith)</b>		
<b>8</b>	<b>107</b>	<b>62</b>
<b>Solent Youth New Futures (Quilter Foundation, MoneyBarn, HS)</b>		
<b>8</b>	<b>80</b>	<b>45</b>
<b>New Futures Solent Supporting Employment (HIWCF, European Social Fund)</b>		
<b>6</b>	<b>93</b>	<b>51</b>

##### Results:

- **40%** moved onto employment, further education, or training opportunities.
- **77%** were less depressed.
- **77%** were less anxious.
- **90%** increased in confidence.
- **81%** increased in self-esteem.
- **88%** increased in goal achievement.

Our online group Cognitive Behavioural Therapy (GCBT) programmes continue to radically change participants thinking and also their subsequent behavioural patterns with many participants undergoing life changing transformations as a result.

We have continued to deliver our programmes online this past year, and by attending the course on Zoom, participants became familiar with communicating in an online forum – so important in the changing world of interviews and work enabling them to become work ready.

"I am not allowing my dyslexia to affect me. I passed my theory driving test. I used the course's healthy thinking to help me, and it worked!" - **Claire age 47, April 2023**

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

"I have applied and been accepted by NHS Professionals and will soon begin training in Patient Care Services. The course helped me realise I DO have the ability to do this kind of work and boosted my confidence. The notes I have been taking have helped immensely in the application process." - Kathryn age 32, February 2023

"I've always come across as super confident, but no-one could see what was going on underneath. I felt like a fraud and as if my whole life was an act. Now I realise that I do actually have the strengths and skills to back up my confidence and I am beginning to feel like I have the strength to move forward." Felicity, age 43 (February 2023).

We are committed to making our programmes as accessible as possible to everyone regardless of disability or financial situation. Laptops can be loaned to participants for free, data is paid for those who cannot afford it, and we post hard copies of course resources to job centres for homeless participants. We also adapt to learning and health needs. For example, we have resources in a format so people with visual impairments can use a screen reader. We also scribe for people with dyslexia, read everything on screen, and adapt to individual needs so participants can equally access course content.

All staff and facilitators use Safe New Futures owned laptops to ensure safeguarding online compliance. SurveyMonkey is used to complete candidates' psychological measures pre and post course so that we can monitor and demonstrate the continuing efficacy of our programmes. The use of Softphones for facilitators and candidates to record personal 1:1 conversation enables compliance with safeguarding and quality assurance.

Through his 1-2-1 sessions Luke identified his unhealthy thought and regained his confidence. As a result, he felt supported enough to apply for jobs, ***'got an interview and received good feedback but someone else was more suitable for the role at this time, I will be contacted again if another position comes up'***. ***I will use this experience to move on.*** Luke is also applying for volunteering role in the hospital. Luke, age 50 April 2023

The successful transition from face-to-face to online and blended learning has seen psychological measures and outcomes into education, training or employment remain consistent. It has also enabled us to reach a wider group of people including those who would not leave the house through anxiety, depression, or disability.

#### Sustainability:

The National Lottery Core funding has given the charity vital ability to develop its infrastructure and develop its outreach capacity, freeing the CEO to make vital links to develop the charity's funding, profile, growth, corporate contacts and research projects.

A further 3-year funding grant from the Henry Smith Foundation towards the running costs of a project providing employment training programmes for unemployed people in Hampshire and also Surrey has ensured the viability of our adult programmes and expansion outside of Hampshire.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

This geographical expansion is part of our vision, articulated by the Trustees in January 2017 *“For as many people as possible to benefit from our unique and extraordinarily effective Safe New Futures programmes through large scale, national and mainstream delivery.”*

#### **Organisational Aim 1:**

**Growing and managing the trading arm so that the charity is less reliant on Grant Making Trusts for income.**

Choices Training and Development Ltd.

Company incorporated in November 2015, Increasing Engagement, Motivation and Productivity

Transforming Mindsets programme:

Investing in your staff to drive engagement, culture and efficiency.

- Navigating Change,
- The Power of Our Thoughts,
- Enhancing Productivity.

Given the strong correlation between mental health and productivity which according to Deloitte’s costs £1,716 per employee across all industries there is a need for our workplace programmes. One in 7 employees suffering from a mental health issue and 1 in 8 of all UK sickness absence days can be attributed to mental health conditions. From our pre-pandemic programmes which we ran in the corporate marketplace, we know that our Cognitive Behavioural Therapy-based training addresses many low to moderate mental health issues and results in increased staff engagement, motivation and productivity. Our unique selling point is that our ‘Transforming Mindsets’ programmes empower teams to navigate changing work environments.

Our corporate programmes were being delivered and growing before the pandemic but sadly have stalled since then. However, there does seem to be a significant need for our workplace programmes, and the website overhaul, coupled with a revamp of our delivery programmes to reflect the new post-pandemic landscape leaves us ideally poised and prepared to take advantage of an upturn in the economy. Our challenge for next year is to position ourselves in a place where we can rejuvenate our corporate programme at the right time. We will continue to promote our corporate programmes primarily via networking means and through in-person and online events.

We will continue to monitor this space but have also started developing other funding sources, such as the Work for Good Scheme, legacy funding, the National Funding Scheme, and an EasyFundraising page as alternative sources of funding.

#### **Organisational Aim 2:**

**Ensure a broad and balanced portfolio of funding sources to support the charity.**

We are very pleased to have obtained a number of 3-year funding grants from Moneybarn Social Impact Fund, Henry Smith Post-Covid Support, Henry Smith Improving Lives, National Lottery Community Fund Reaching Communities, and a 2-year grant from the Garfield Weston Foundation.

This ensures long-term sustainability for the charity and saves us from having to chase the funding with the distortion that sometimes creates on the Charity’s core purpose.

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

We continue to look for and apply to new sources for funding. Currently we are in conversations with Hampshire County Council for examples which is a new connection for us.

#### Adult Programme Funding

We have been awarded a further 3-year funding grant from the Henry Smith Foundation funding 6 courses per annum for unemployed adults.

Henry Smith funding is notoriously difficult to get, and they have said that Safe New Futures is amongst the 20% of applicants applying who successfully received an award. They also said; *"During assessment we were particularly impressed with how the organisation is working with very hard to reach, excluded people. Also, that the support is long term and person centred, combining the employment and wellbeing support, and achieving strong outcomes in both aspects of the work"*.

We have successfully received match-funding from the Edward Gostling foundation ensuring that we have a full year's funding for this programme.

#### Youth Programme Funding

The Quilter Foundation funded five of eight programmes. We have post-covid Henry Smith funding for a further three courses plus one course per year for three years from the Moneybarn foundation via HIWCF.

#### ESF Programme

We successfully discharged our ESF payment by results contract and the final sum of £23,959 was paid in March 2023. We received confirmation that we met their threshold for evidence of participants into employment or training and therefore all our duties have been satisfactorily signed off. On the back of this ESF programme where we spend considerable resource breaking into the Havant area we are very pleased that Hampshire County Council are seriously considering funding a face-to-face course in that area.

### Organisational Aim 3:

**Diversify the referral stream to ensure a balanced partner base. Consolidate processes and structure to bed in expansion and address any gaps in reach.**

The combined efforts in engaging with external meetings/visit of the CEO (127) and the operations manager (93) equalling 220 between them, has resulted in significant profile growth of the charity across the whole of Hampshire and successfully operating in Surrey. It has resulted in an average of 26 referrals per course which is far beyond anything we have received before and that is continuing to grow.

Safe New Futures has maintained our relationship with existing referrers and worked to develop new partnerships. We now run regular online recruitment events and as a result are receiving referrals from social prescribers, family support workers based in schools, and other charities and voluntary sector organisations.

These meetings have also enabled us to make inroads into diversifying our ethnic base. A meeting with introductions to the Muslim council, the Gurdwara council, the Chinese Association, the

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

Diversity and cohesion officer, the Ghana and Zimba and Black heritage associations amongst others. The CEO has also recently joined an ethnically diverse peer networking group sponsored by Barclays and Menzies to help diversify the charity's base.

We have developed and grown an Advisory Board comprising former course participants with the aim of representing all ages and minority groups. They have advised on course content and delivery, marketing materials and social media content and engagement.

#### Golden Threads

- a) Currently 13% of the known ethnicity of our course participants have come from a BAME background. As we expand and diversify our referral partners, we anticipate this percentage increasing.
- b) The fact that we are now online is enabling people with physical disabilities and underlying health conditions and those anxious about going outside, to access our support despite the current restrictions.
- c) The programmes are very interactive, with games and multiple ways to engage to ensure that those with learning difficulties or literacy or numeracy issues can equally benefit from our programmes.
- d) The course enables people who have been stigmatised perhaps because of sexual orientation, race, or beliefs to overcome the effects that has had on them and their core beliefs and move forward confidently.
- e) To support those who would otherwise face digital exclusion, we provide support with data costs, and can offer free laptop and dongle loans for the duration of the course.

#### Organisational Aim 4:

##### **Research, Development and growth.**

As specified, we have:

1. Established the longitudinal efficacy of our online programmes within the new changing environment for unemployed people with Russell Group University of Southampton.
2. Identified other areas to research and pilot e.g., Offender rehabilitation, isolated older people, post-natal and menopausal women,
3. Obtained funding for Surrey Heath-based programme in partnership with the Workshop, an organisation helping young adults obtain employment.
4. Additional research projects which are significantly influencing how we currently deliver programmes and informing which people groups we can best reach for the future. Twelve new initiatives are being implemented and success monitored at bi-monthly meetings.

#### Online efficacy findings

We worked with University of Southampton to bring the 2013 Nick Maguire research study up to date, particularly considering a post Covid environment.

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

The objective was to update the 2009 three-year research project (paper published by Nick Maguire (N. Maguire et al., 2013) which evidenced the significant and long-lasting results of our face-to-face programmes.

The aims were to provide follow-up research into the efficacy of the current online training of the Safe New Futures programmes. The move from Classroom based delivery was necessitated by the covid pandemic in March 2020. The original research on our face-to-face Choices programme was published in 2013 (see attached paper).

Specific and detailed data was provided in the form of formal anonymised digital feedback from course participants. Direct comparisons can be made versus the original, highly regarded, study, thus evaluating the efficacy of online delivery, highlighting differences, and noting areas for potential improvement.

- The research concludes that our online delivery compares extremely well in terms of psychological outcomes compared to our face-to-face programmes which is testament to the huge amount of work we have put into transitioning our face-to-face materials across to work equally as effectively in an online environment. It also underlines the power of the original Cognitive Behavioural Therapy based learning combined with the skills-based educational approach which empowers participants to sustain themselves long-term by identifying their skills and strengths and recognising how they can use these in different situations. We continue to find that the peer support obtained through the group learning environment to be a vital part of the programme.
- We have not seen the same outcomes in terms of people into employment, training, or work-experience (46% compared to 70% pre-pandemic). External factors such as the global downturn, post-Brexit factors and the pandemic need to be considered.
- Following on from recommendations in the report, we have also carried out some qualitative research with ex-participants from the online programmes and it appears that the post-group bonding and support has not happened in the same way as it would have online, and we are putting several steps in place as a result. These include Interactive coffee breaks during online courses to give people the chance to chat and get to know each other better. We are planning to formally extend the course to 7 or 8 weeks to bring forward the delivery of post-course workshops possibly merging courses and possibly also meeting face to face to aid social relationships.
- Considering the premise of the original study, we are educating our referrers (and emphasising to staff) about the principles around Prochaska's model of change which is a foundational part of the programme whereby the participants readiness to change is foundational in assessing whether they are suitable for the course. See <http://socialworktech.com/2012/01/09/stages-of-change-prochaska-diclemente/>

The use of CBT on Offender Rehabilitation (UoS Student Innovation Project).

We have carried out research into the effectiveness of a CBT approach to offenders with a research project carried out by University of Southampton students in May 2022. Their report confirms the efficacy of a CBT based approach, highlighting its particular its

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

effectiveness in cases where mental wellbeing is a significant factor. We are currently looking to extend this piece of research to look at how a transition from classroom to online based programmes continue to deliver positive and consistent results.

#### Additional Research

We have carried out further research with the University of Southampton as part of a student innovation project, looking at the reasons for dropout and no-shows on the courses in Jan/Feb 2023.

This research delved deeper into reasons why potential participants drop out looking at four key journey points:

- Referred by referrer but don't answer our follow emails or calls.
- Agree to pre-course chats but don't attend.
- Agree to enrolment but don't attend day one.
- day one but drop out before day 10.

This new research addressed the following:

- identify underlying issues and causes to dropouts and no-shows.
- suggest methods by which these can be picked up in the pre course process as well as during the early stages of the course.
- recommend ways to counter these issues by improving the selection process, enhance the monitoring during the course and possible amendments to course itself.

The research conclusions delivered in early March 2023, contained 15 recommendations (detailed below) most of which we had already discussed at some point in the past and it was good to have researched evidence to justify the resource involved in implantation.

These recommendations address the following drop out points:

1. From referral to Pre-course Chat (PCC) booking.
2. PCC booked but did not attend.
3. PCC attended but no show on first day of 5-week course.
4. During the 5-week programme.

Looking ahead for 2023-2024.

We plan to carry out a research project to investigate how effectively our programmes can work with early years parental support, including peri-natal and post-natal support.

**Goal 5 - To ensure Safe New Futures meets project funders requirements around vocational outcomes and psychological improvements.**

#### **Activities:**

The Trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission.

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

#### Project Outcomes

#### New Futures online courses - April 2022 to March 2023

Between April 2022 to March 2023, we have continued to see improvements in people's lives with 82% greater self-esteem, 92% improving in confidence, 88% in job search goals, 77% less depressed and 76% less anxious. The breakdown of this is shown in *Table 2*:

#### Psychological improvements for participants all ages taken on the first and last day of all five-week courses April 2022 – March 2023\*

Table 2

Summary for participants who finished the course					
All courses	First day ave.	Last day ave.	Change ave.	% Improvement	% People improved
More Self Esteem	11.51	16.78	5.27	45.8%	82%
More Confidence	12.01	15.40	3.39	28.2%	92%
Job search goals	12.31	17.28	4.97	40.4%	88%
Less depressed	14.23	9.97	-4.27	30.0%	77%
Less anxious	11.08	7.63	-3.45	31.1%	76%

*\*The questionnaires for these evaluations were designed by the University of Southampton following a three-year research project which successfully validated the Choices (New Futures) Training Programme.*

It is interesting to note that these results are consistent with the outcomes of our courses pre pandemic and pre online delivery. This is despite the fact that people's mental health and resilience continues to be tested with the cost-of-living crisis and the post-pandemic physical and mental health issues.

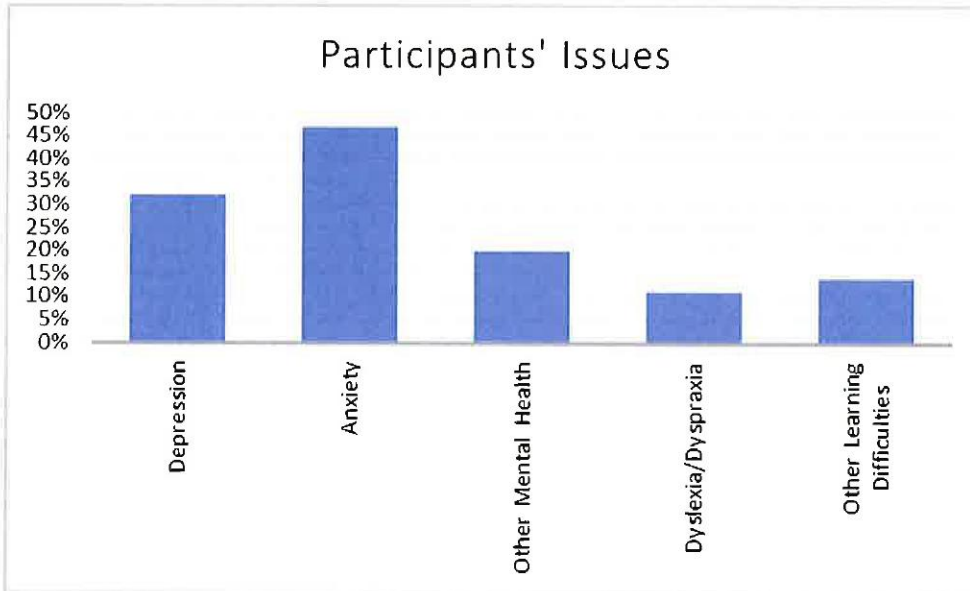
**More than 70% declared a diagnosis of Depression and/or Anxiety on their initial referral forms although it was clear that many more struggled with a variety of mental health issues PTSD, Agoraphobia, OCD, Tourettes etc. See Table 3 below.**

**SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

**REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

**Table 3**



Examples of 'Other mental health' include agoraphobia, PTSD, Tourette's

***"I have gained autonomy over my life. I have now applied to university and hope to become a teacher. I felt able to do this through having such a kind and loving group of people behind me."***

**Rachel, 19**

**Employment and Training Outcomes.**

**Hard Outcomes from participants completing the course**

This year we saw 37% move into employment training or volunteering (see Table 4) although this figure is likely to be much higher as 35% is not known. 88% of participants, improved in job search goals as a result of our intervention.

**Table 4**

Working	Volunteering	Training Course	Education	Unemployed	Signed Off Sick	Not known
19%	5%	8%	5%	26%	2%	35%

***"I feel the course opened my eyes to a way of thinking and my thoughts are becoming positive. Without the course I wouldn't have had the confidence to do the interview next week. It has really changed my mind set for the better. I highly recommend it!"***

**Sally, 54**

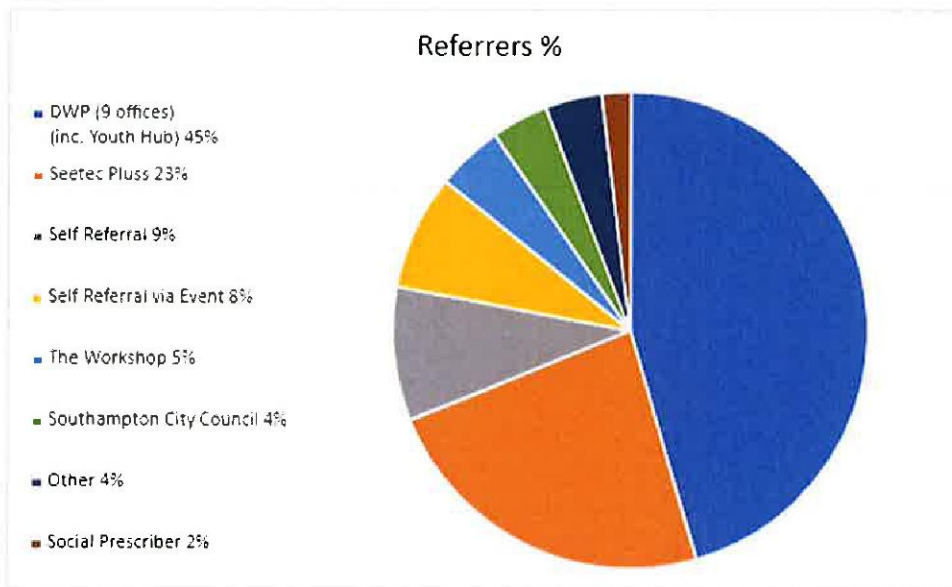
Our main referrer continues to be the Job Centres followed by Seetec plus all of whom tend to send us those that they cannot easily get into employment themselves. **See table 5.**

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Table 5



\* 'Other' referrers include SCRATCH, College Keep, New Forest ReStart, Solent Mind and Young Carers.

#### Further Feedback from our Participants April 2022 – March 2023

***"I have begun training for a new career, and I have completed 2 courses in counselling, which along with my PhD and personal experience, will enable me to help others break free and find hope. None of this would have been possible without attending the SNF course."***  
Sandra, 65

***"The Safe New Futures course intrigued me because it had a bit of structure with the 5-week course plus it wasn't pushing people into a rut. The course was developing me as a person and I needed that after Covid having worked so long on my own during that time."***  
Christopher, 23

***"I'm going to miss the course! I was a massive introvert but the 121 advice has helped me gain more confidence to return to college and seek more professional help for my health condition."*** - Taffy, 20

***"My plan is to work from home so I can start work soon. Then I can work on anxiety and agoraphobia at my own pace. I'm starting a new course online around customer service. I would like a job as a telephone customer service person. I like helping people so it would be good for me."*** - Danny, 34

***"Now, I'm moving back into my house and completing my level 2 certificate in introducing caring for children and young people with my ultimate goal of working in a nursery."*** - Kathryn, 56

***"I stuck with the course as I wanted to have control over my own life and make positive changes for my future. Now, I will be starting a mental health first aid course at Fareham college at the end of the month, and my aim is to get as many additional skills as I can to get my ideal job – a drug support worker."*** - Greg, 51

***"You sent me a Costa card and a certificate, a skittles pen and a goal book. It was absolutely amazing. I was blown away because today - what organisation does that? I don't think there are many. What you put into our hands – it's like you are just pouring into us – I***

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

*received several presents and chocolate bars during the course. It might be a simple gesture, but it does something to your sense of worth." - Russell, 55*

#### Community Impact

The result of the New Futures course is that many people engage in their community by being good neighbours now that they are not depressed, joining a local group or by contributing through voluntary work. In addition, equipping local facilitators means that a resource is left in the local community when the funded project ends, building on-going sustainability.

#### Economic impact

The return on the initial investment of welfare benefit savings is very high because the New Futures participants started so far from the job market, they were unlikely to gain a job in the next 5 years. Most other employment initiatives focus on those near the job market who would get a job in the next year, so their real savings are much smaller.

#### Social impact

There are wider social impacts because of the Safe New Futures Programme intervention. There are savings on mental health due to reduced GP time and reduction in prescriptions for antidepressants. There are gains to poor physical health which is closely correlated with unemployment and depression and reduced social care costs. There are gains in less vandalism and anti-social behaviour and savings in criminal justice for police, prison and court costs.

#### Future delivery and funding

Next year we will continue the delivery of adult and youth programmes. We continue to have a strong evidence base for its efficacy. The New Futures programmes are meeting a gap that no other provision currently addresses.

We will continue our approach of ensuring:

- Diversity of funding via new Grant Making Trusts
- Sustainable funding which will cover multiple years such as the Henry Smith Charity, The National Lottery Community Foundation, The Garfield Weston Foundation and HIWCF MoneyBarn fund.
- Traded income, such as the delivery of our Workplace programme delivered by Choices Training and Development Ltd, who in turn transfer monies to Safe New Futures.

#### Mitigating potential risks.

Effective training delivery

Preventing stagnation and ensuring highest standard amongst delivery team.

To mitigate, we regularly move around our trainers, ensuring that they are trained across age groups and funding streams to ensure flexibility. We have a mix of free-lance and employed to enhance our ability to cater for new situations.

Our teaching quality assurance process includes a range of strategies that ensure consistency of approach across all our programmes. As such, all our new trainers receive a thorough induction training, designed to ensure each facilitator is fully equipped to

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

deliver our programme to an excellent standard. In addition, regular formal and informal observations are carried out followed by specific feedback and improvement plans that feed into our wider CPD plans.

Staff also have regular training sessions and review meetings where workload, and professional development are discussed, and staff are encouraged and supported in CPD. Fortnightly facilitators' forums are held enabling them to meet, give feedback and share good practice with colleagues.

#### **I. Socialisation:**

To help move people forward into positive face to face interactions, employment or training, we offer the following post-course support.

#### **Follow up Sessions:**

Our programmes offer continuing training over a period of six months. These days are carried out at one, three- and six-months post workshops. These sessions are designed to give the candidates an opportunity to continue to develop their skills and knowledge building from the original workshops as well as being able to reflexively continue to work towards their goals. In addition, 121 support is being offered as appropriate to ensure a more tailored support.

#### **Next Steps Framework – New for 2022-2023**

The Next Steps Framework is designed to help the candidates finishing the programme maintain and begin to apply the skills learnt on the course. The aim is to increase their sense of agency and their ability to reach their goals and make significant steps towards education, employment, or voluntary work. Paired with ongoing post-course sessions, the Next Steps tool provide an excellent platform to reinforce the learning objectives of the course and bolster mental health resilience through the CBT approach.

#### **Pathways**

The youth participants are able to access our weekly Pathways sessions, designed to give them an opportunity to develop their skills and knowledge building from the initial 5-week programme, as well as being able to reflectively continue to work towards their goals. All whilst supporting mental health resilience through tailored support, including cognitive behavioural therapy skills.

#### **Virtual Café and regular newsletters**

To help maintain long-term outcomes, and to help prevent relapse we have introduced regular newsletters and virtual café drop in, encouraging course participants to engage with our social media for regular wellbeing tips.

#### **Hybrid/face-to-face follow-up sessions - new post pandemic initiative.**

Because of the online format, we've been able to reach people with anxiety about leaving their homes (agoraphobia) and people with high social anxiety. As beneficiaries engage with the course, they step outside their comfort zone and eventually take part in our face-to-face follow-up workshops. As such, the programme is giving them the opportunity to grow in confidence and widen their social network.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Signposting and handover to partner organisations.**

We work with parents, teachers, and support workers to continue to engage with our beneficiaries and do all we can to ensure that participants received alternative long term and ongoing support.

#### II. Safeguarding

We have regular safeguarding training with all facilitators and review the Safeguarding policy and Policy in Practice on an annual basis. Our safeguarding officer Michael Johnston, together with the management team, review our internal policy and procedures regularly.

##### **Training**

Our safeguarding officer has up to date training: HSQE - Designated Safeguarding Lead (Vulnerable Adults) and Designated Safeguarding Lead (Children) both completed on 06/09/22; Safeguarding adults - level 3 course – completed on 22/09/22.

In addition, all our staff are receiving regular safeguarding training and refreshers as well as specific training around suicide awareness, mental health first aid and de-escalation training.

##### **Safeguarding panel**

We run monthly safeguarding meetings reviewing any concerns raised and addressing any issues as appropriate.

#### III. People at risk

Staff are expected and trained to deal swiftly and confidently with any concern regarding people at risk.

We use a set of agreed questions to screen to identify people at risk, including risk of suicide before the interview stage, and once again in the pre-course chats and throughout the course in the 1-1 sessions. If anyone does slip through and begins to engage in suicidal ideation, their referrer is contacted immediately.

As can be seen in the flowchart overleaf, any concerns about the suitability of referrals are flagged up either by the Recruitment Assistant when a referral is first received or by course facilitators if a severe mental health issue is disclosed during the PCC. In all cases where there are questions about the suitability of an individual the enrolment form is reviewed by our safeguarding officer who signposts them to an appropriate service – this may be their GP, Steps to Wellbeing, Solent Mind, iTalk or other as required.

At the start and end of our five-week course participants complete psychological measures questionnaires, if there are indications of poor mental health (such as self-harm and suicidal ideation) a concern is raised with the safeguarding officer; course participants also have weekly one-to-one sessions with a facilitator and if there are any concerns about mental health a concern is raised with the safeguarding officer.

Concerns are always followed up promptly and steps taken to engage the individual with appropriate support. We always work with in the best interests of our clients and individuals are always signposted elsewhere if they are unsuitable for our course. Where inappropriate referrals are received, we also contact the referrer to remind them of our

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

criteria. Additionally, our participant handbook contains a signposting page which all participants are directed to during the course.

#### IV. Environment

Everyone is very environmentally aware. Staff regularly work from home, and we communicate via Team meetings, thereby reducing our carbon footprint. Our surveys are now carried out digitally using SurveyMonkey rather than paper-based systems. All documents are kept in the cloud on a SharePoint system through Office 365. Documents are nearly always studied on screen, and we make regular use of the 'share' facility on Microsoft teams to explain reports rather than printing and reading hard copies.

## Finance

### **Financial overview**

- Income for 2023 was £323,973, an increase of £18,947 on 2022 income of £305,026 (2022: an increase of £67,961 on 2021 income of £237,065)
- Total expenditure for the year increased by £7,988 to £315,627 due to an increase in the number of courses delivered (2022: increase of £88,856 to £307,639 compared to 2021 levels).
- The net surplus for the year was £8,346 (2022: deficit £2,612 & 2021: surplus £18,283).
- Net assets were £76,663 (2022,: £68,317 & 2021: £70,929).

### **Principal funding sources**

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

The subsidiary charity Choices Training & Development Ltd (CT&D) transferred funds of £nil (2022: £17,345 representing 6% of income).

### **Reserves policy**

The trustee board continues to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £76,663 (2022: £68,317 & 2021: £70,929), of which £67,721 (2022: £27,335 & 2021: £39,078) represented unrestricted funds including £7,230 fixed assets (2022: £2,884). Restricted funds were £8,942 (2022: £40,982 & 2021: £31,851).

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Responsibilities of the trustees**

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

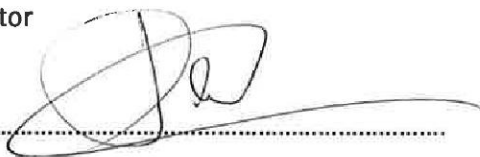
So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 27<sup>th</sup> June 2023 (Board Meeting)

and signed on their behalf by:

**Darren Muir**, Director

A handwritten signature in black ink, appearing to be 'Darren Muir', is written over a horizontal dotted line. The signature is stylized and cursive.

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2023, which are set out on pages 21 to 32.

### **Responsibilities and basis of report**

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

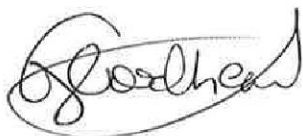
Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charitable company's accounts as carried out under section 145 of the Charities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

### **Independent examiner's report**

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

4 July 2023

7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<i>INCOME</i>					
Donations and legacies	3	12,593	2,900	15,493	24,093
Charitable activities	2	30,000	278,480	308,480	280,933
<b>TOTAL INCOME</b>		<b>42,593</b>	<b>281,380</b>	<b>323,973</b>	<b>305,026</b>
<i>EXPENDITURE</i>					
Charitable activities	5	11,523	304,104	315,627	307,638
<b>TOTAL EXPENDITURE</b>		<b>11,523</b>	<b>304,104</b>	<b>315,627</b>	<b>307,638</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>31,070</b>	<b>(22,724)</b>	<b>8,346</b>	<b>(2,612)</b>
<b>TRANSFERS</b>		<b>9,316</b>	<b>(9,316)</b>	<b>-</b>	<b>-</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>		<b>40,386</b>	<b>(32,040)</b>	<b>8,346</b>	<b>(2,612)</b>
FUNDS AT 1 APRIL 2022		27,335	40,982	68,317	70,929
<b>FUNDS AT 31 MARCH 2023</b>		<b>67,721</b>	<b>8,942</b>	<b>76,663</b>	<b>68,317</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2022 £
<i>INCOME</i>			
Donations and legacies	24,093	-	24,093
Charitable activities	20,000	260,933	280,933
<b>TOTAL INCOME</b>	<b>44,093</b>	<b>260,933</b>	<b>305,026</b>
<i>EXPENDITURE</i>			
Charitable activities	57,434	250,204	307,638
<b>TOTAL EXPENDITURE</b>	<b>57,434</b>	<b>250,204</b>	<b>307,638</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>(13,341)</b>	<b>10,729</b>	<b>(2,612)</b>
<b>TRANSFERS</b>	1,598	(1,598)	-
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>	<b>(11,743)</b>	<b>9,131</b>	<b>(2,612)</b>
FUNDS AT 1 APRIL 2021	39,078	31,851	70,929
<b>FUNDS AT 31 MARCH 2022</b>	<b>27,335</b>	<b>40,982</b>	<b>68,317</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)


**BALANCE SHEET AT 31 MARCH 2023**

	Notes	2023	2022
		£	£
<b>FIXED ASSETS</b>			
Investments	6	1	1
Tangible assets	7	<u>7,229</u>	<u>2,884</u>
		7,230	2,885
<b>CURRENT ASSETS</b>			
Debtors	8	6,610	25,178
Cash at bank and in hand		<u>153,982</u>	<u>86,562</u>
		160,592	111,740
<b>CREDITORS: amounts falling due within one year:</b>			
	9	<u>(91,159)</u>	<u>(46,308)</u>
<b>NET CURRENT ASSETS</b>		69,433	65,432
<b>NET ASSETS</b>		<u><u>76,663</u></u>	<u><u>68,317</u></u>
<b>FUNDS</b>			
Unrestricted funds	10	67,721	27,335
Restricted funds	10	8,942	40,982
<b>TOTAL FUNDS</b>		<u><u>76,663</u></u>	<u><u>68,317</u></u>

For the financial year ended 31 March 2023, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

  
Director

Dated: 4.7.2023

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

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

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

#### 1 ACCOUNTING POLICIES (continued)

##### (d) Investments

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### (e) Tangible fixed assets

Fixed assets are capitalised for ongoing use within the company.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### (f) Funds

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### (g) Group accounts

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### (h) Financial instruments

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### (i) Pensions

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

2 INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
Funding contracts and grants:				
Henry Smith	-	18,200	18,200	36,400
HIWCF Henry Ford	-	-	-	6,000
Garfield Weston Foundation	30,000	-	30,000	20,000
National Community Lottery	-	31,842	31,842	31,217
St James Place Foundation	-	-	-	2,500
Quilter Foundation	-	50,813	50,813	51,907
Edward Gostling Operations	-	2,084	2,084	10,000
National Lottery Awards for All Community Fund	-	64,168	64,168	10,833
National Lottery Awards for All	-	9,775	9,775	9,874
Prime Foundation	-	10,620	10,620	-
Thomas Wall Foundation	-	5,000	5,000	-
HIWCF - Solent Supporting Employment	-	29,862	29,862	83,125
HIWCF We're All Together Fund	-	-	-	5,000
Henry Smith Improving Lives Youth	-	25,200	25,200	-
Henry Smith Improving Lives Adult	-	15,000	15,000	-
HICWF Money Barn	-	8,250	8,250	-
Kick Start Grant	-	7,666	7,666	14,077
<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>30,000</b>	<b>278,480</b>	<b>308,480</b>	<b>280,933</b>

### 3 DONATION AND LEGACY INCOME

Donations and legacies includes the following donations from institutions in excess of £2,000:

	2023 £	2022 £
Choices Training and Development Limited	-	17,345
University of Southampton	2,900	-
St James Place	2,500	-
BPF Energy	3,149	-
Other donations	6,944	6,748
	<u>15,493</u>	<u>24,093</u>

### 4 STAFF COSTS

	2023 £	2022 £
Wages and salaries	191,804	151,083
Social security costs	10,305	7,910
Employers pension costs	5,738	5,046
	<u>207,847</u>	<u>164,039</u>

The average number of staff employed during the year was 10 (2022: 8). No employee received emoluments of more than £60,000.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

#### 4 STAFF COSTS (continued)

No remuneration was paid to trustees/directors during this or the previous year. During the year the charitable company paid remuneration, including pension contributions, totalling £65,188 (2022: £63,464) to key management personnel.

No trustees were reimbursed for expenses during this or the previous year.

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2023 £	Total 2022 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	180,549	180,549	131,231
Travel and subsistence	244	653	897	1,315
Subcontractors	912	44,933	45,845	77,145
Licences and subscriptions	129	1,441	1,570	2,249
Choices manual costs	-	3,615	3,615	4,582
	<u>1,285</u>	<u>231,191</u>	<u>232,476</u>	<u>216,522</u>
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	5,427	21,871	27,298	32,808
Room hire	403	10,049	10,452	12,240
Catering	-	673	673	3,675
Training costs	197	2,897	3,094	2,150
Depreciation	1,516	3,455	4,971	2,423
Telephone	38	3,688	3,726	4,085
Postage, printing and stationery	37	3,280	3,317	2,461
Computer running costs	601	11,043	11,644	10,808
Legal and professional fees	116	263	379	1,062
Bookkeeping	107	6,831	6,938	8,327
Accountancy	634	2,343	2,977	2,848
Insurance	-	1,437	1,437	1,409
Bank charges	46	106	152	181
Sundry costs	890	4,017	4,907	3,903
Licences and subscriptions	171	448	619	216
Promotion, marketing and publicity	57	510	567	2,520
<b>TOTAL EXPENDITURE</b>	<u>11,523</u>	<u>304,104</u>	<u>315,627</u>	<u>307,638</u>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,400 (2022: £2,400).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

6	INVESTMENTS			Unlisted investments £
	Investment in subsidiary at beginning and end of year			<u>1</u>
	<p>On 16 November 2015 a subsidiary company, Choices Training &amp; Development Limited was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.</p>			
7	TANGIBLE FIXED ASSETS	Computer & other equipment £	Website £	Total £
	<b>COST</b>			
	At beginning of year	25,899	2,400	28,299
	Additions	<u>9,316</u>	-	<u>9,316</u>
	At end of year	<u>35,215</u>	<u>2,400</u>	<u>37,615</u>
	<b>DEPRECIATION</b>			
	At beginning of year	23,015	2,400	25,415
	Charge for the year	<u>4,971</u>	-	<u>4,971</u>
	At end of year	<u>27,986</u>	<u>2,400</u>	<u>30,386</u>
	<b>NET BOOK VALUE</b>			
	At end of year	<u>7,229</u>	-	<u>7,229</u>
	At beginning of year	<u>2,884</u>	-	<u>2,884</u>
8	DEBTORS		2023 £	2022 £
	Other debtors		-	1,006
	Prepayments and accrued income		656	6,015
	Amounts due from subsidiary undertaking		<u>5,954</u>	<u>18,157</u>
			<u>6,610</u>	<u>25,178</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

9	CREDITORS: amounts falling due within one year	2023	2022
		£	£
	Other tax and social security	3,490	2,808
	Accruals and deferred income	87,669	43,500
		<u>91,159</u>	<u>46,308</u>

10 a	MOVEMENT IN FUNDS	Balance at 1 April 2022	Income	Expenditure	Transfers	Balance at 31 March 2023
		£	£	£	£	£
	<b>Restricted funds</b>					
	Henry Smith	3,034	18,200	(21,234)	-	-
	HIWCF Ford Community	6,000	-	(6,000)	-	-
	National Community Lottery	-	31,842	(31,842)	-	-
	Quilter Foundation	13,168	50,813	(63,981)	-	-
	Edward Gostling	3,500	-	(3,500)	-	-
	Edward Gostling Operations	-	2,084	(2,084)	-	-
	National Lottery Community Fund	-	64,168	(64,168)	-	-
	National Lottery Teens	-	9,775	(7,333)	-	2,442
	HIWCF - Solent Supporting Employment	15,280	29,862	(45,142)	-	-
	Kick Start Grant	-	7,666	(7,666)	-	-
	Prime Foundation	-	10,620	(1,304)	(9,316)	-
	Thomas Wall Foundation	-	5,000	(4,000)	-	1,000
	Henry Smith Improving Lives Youth	-	25,200	(25,200)	-	-
	Henry Smith Improving Lives Adult	-	15,000	(15,000)	-	-
	HICWF Money Barn	-	8,250	(2,750)	-	5,500
	University of Southampton Hospital	-	2,900	(2,900)	-	-
	Total restricted funds	40,982	281,380	(304,104)	(9,316)	8,942
	Unrestricted funds	27,335	42,593	(11,523)	9,316	67,721
	Total funds	<u>68,317</u>	<u>323,973</u>	<u>(315,627)</u>	-	<u>76,663</u>

#### 10 b SOURCE OF FUNDS

##### Henry Smith

This grant provides a contribution to the costs of three years' salary and on costs of a Wellbeing Choices Facilitator at a project providing employment and training advice and support for people in Hampshire.

##### HIWCF Ford Community

This Grant provides a contribution to the cost of three teens course.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)**

#### **10 b SOURCE OF FUNDS (continued)**

##### **National Community Lottery**

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### **St James Place Foundation**

To fund teens courses.

##### **Quilter Foundation**

Funding for youth courses aged 16-25 in the Solent Region.

##### **Edward Gostling**

To fund teens courses and an operations assistant.

##### **National Lottery Community Fund**

Supporting Vulnerable unemployed people with mental health difficulties

##### **National Lottery Teens**

This Awards for All grant provides a contribution to the costs of three teens courses.

##### **HIWCF - Solent Supporting Employment**

Funding for Solent Supporting Employment covering Eastleigh, Havant, Gosport, Isle of Wight and New Forest.

##### **HIWCF We're All Together**

Towards the costs of an operations assistant.

##### **Kick Start**

To pay for the cost of apprentices in IT/Marketing, course recruitment and fundraising roles.

##### **Prime Foundation**

For purchasing IT equipment to enhance the digital capabilities of our organisation to enable us to better facilitate our online delivery and improve the experience of our beneficiaries. Spare laptops are loaned to our programme participants for free so that those who are technologically disadvantaged can join our online programmes and develop digital skills. A smartboard provides more fun activities for our in-person activities and encourage community cohesion. IT equipment to the value of £9,316 was purchased and capitalised during the year and is therefore shown as a transfer to unrestricted funds.

##### **Thomas Wall Trust**

Match funding of £5,000 for seven CBT-based programmes with vocational training for young people aged 18-25. The programme consists of a pre-motivational interview, an action packed five-week course (total of 50 hours), completion of a comprehensive personalised workbook, and post-course follow-up training.

##### **HIWCF Moneybarn Social Impact Strategic Fund**

Part funding for one youth programme per year for three years for young people in deprived areas across Hampshire. This is a programme for alleviating the underlying problems that prevent social inclusion and the enjoyment of a full modern life.

##### **Henry Smith Improving Lives**

£180,000 towards three years' running costs of a project providing mental wellbeing and employment training programmes for unemployed people in Hampshire and Surrey. The Edward Gostling Foundation has granted £25,000 of match funding towards this project (**Edward Gostling Operations**).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

#### 10 b SOURCE OF FUNDS (continued)

##### University of Southampton

Funding for two interns full-time for four weeks each from the University of Southampton (UoS) for the month of June 2022. The aim of this project was to bring Prof Nick Maguire's, UoS 2013 research study up to date and provide follow-up research into the efficacy of the current online training of the Safe New Futures programmes.

10 c COMPARATIVE MOVEMENT IN FUNDS	Balance at 1 April 2021 £	Income £	Expenditure £	Transfers	Balance at 31 March 2022 £
<b>Restricted funds</b>					
Henry Smith	3,034	36,400	(36,400)	-	3,034
HIWCF Ford Community	-	6,000	-	-	6,000
National Community Lottery	-	31,217	(31,217)	-	-
St James Place Foundation	-	2,500	(2,500)	-	-
Quilter Foundation	15,342	51,907	(54,081)	-	13,168
Edward Gostling	-	5,000	(1,500)	-	3,500
Edward Gostling Operations	-	5,000	(5,000)	-	-
National Lottery Community Fund	-	10,833	(10,833)	-	-
National Lottery Teens	-	9,874	(9,559)	(315)	-
HIWCF - Solent Supporting Employment	13,475	83,125	(81,320)	-	15,280
HIWCF We're All Together	-	5,000	(5,000)	-	-
Kick Start Grant	-	14,077	(12,794)	(1,283)	-
<b>Total restricted funds</b>	<b>31,851</b>	<b>260,933</b>	<b>(250,204)</b>	<b>(1,598)</b>	<b>40,982</b>
Unrestricted funds	39,078	44,093	(57,434)	1,598	27,335
<b>Total funds</b>	<b>70,929</b>	<b>305,026</b>	<b>(307,638)</b>	<b>-</b>	<b>68,317</b>

#### 11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted funds £	Restricted funds £	Total 2023 £
<i>As at 31 March 2023</i>			
Tangible fixed assets	7,230	-	7,230
Current assets	67,209	93,383	160,592
Current liabilities	(6,718)	(84,441)	(91,159)
<b>NET ASSETS</b>	<b>67,721</b>	<b>8,942</b>	<b>76,663</b>
	Unrestricted funds £	Restricted funds £	Total 2022 £
<i>As at 31 March 2022</i>			
Tangible fixed assets	2,885	-	2,885
Current assets	30,397	81,343	111,740
Current liabilities	(5,947)	(40,361)	(46,308)
<b>NET ASSETS</b>	<b>27,335</b>	<b>40,982</b>	<b>68,317</b>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2023 (continued)

#### 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The business address of the charitable company is 29 Carlton Crescent, Southampton, SO15 2EW.

#### 13 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### 14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

#### 15 RELATED PARTY TRANSACTIONS

There have been no related party transactions other than those with the charitable company's trading subsidiary as disclosed in note 16.

#### 16 SUBSIDIARY UNDERTAKING

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2023 are summarised as follows:

	2023	2022
	£	£
Turnover	-	34,440
Administration expenses	(12,541)	(27,815)
Other operating income	9,542	12,005
Taxation	-	-
Net profit	<u>(2,999)</u>	<u>18,630</u>

At the balance sheet date, Choices Training and Development Limited had net assets of £1 (2022: net assets £1).

During the year Choices Training and Development Limited did not make any donations (2022: £17,345) to Safe New Futures. This is shown as income within note 3.

At the balance sheet date Safe New Futures was owed £5,954 (2022: £18,157) from Choices Training and Development Limited, which is shown within debtors in note 8.

**Safe New Futures**

England & Wales - Charity number 1088357

---

# Accounts

---

**SAFE NEW FUTURES  
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2022**

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2022**

The Trustees present their report and accounts for the year ended 31 March 2022. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees: A Scammell (resigned 3 April 2022)  
S Nicholls (Chair)  
A Smith (resigned 31 March 2022)  
S Giles (resigned 28 April 2022)  
A Henry (resigned 31 December 2021)  
J Richards (appointed 23 March 2022)  
S Dafnias (appointed 26 April 2022)  
P Silvester (appointed 26 April 2022)  
D Muir (appointed 7 June 2022)  
S Kandiah (appointed 7 June 2022)

Company Secretary: S Nicholls

Principal / registered address: 29 Carlton Crescent,  
Southampton,  
Hampshire,  
SO15 2EW

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds  
63 London Road  
Southampton  
SO15 2US

#### **Objectives:**

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Governing document**

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### **Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

#### **Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of participants.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

#### **Risk management**

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course-manual and prescribed programme, plus the training of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

#### **Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the chief executive officer.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Needs analysis**

Society is facing epidemic levels of emotional and behavioural difficulties. The anxiety level of an average child today is the same as a psychiatric patient in the 1950s. Anxiety and depression is much more prevalent in areas of deprivation. Thirty years' experience of delivering programmes and listening to the needs of participants has given us an understanding of the needs they face. Participants face multiple complex barriers, including behavioural and emotional difficulties, very long-term unemployment, addictions, anxiety and depression, eating disorders, lack of confidence and very low self-esteem.

#### **The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational CBT course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

#### **Overview**

Safe New Futures' self-development training programmes take a group cognitive behavioural approach and use a blended learning style. As a result of our courses, participants receive psychological resilience support, employability skills and vocational learning. This helps participants move forward in their lives making meaningful change by accessing work or further training complete with psychological capability to achieve and sustain this.

Our new office space in Carlton Crescent includes a number of meeting rooms and also a community room where we can now hold face-to-face follow up sessions to supplement our online five-week programme. We also use this space to run regular 'Happiness Workshops' and Wellbeing days for staff (including homebased freelance trainers).

We have continued to successfully migrate our face-to-face programme online increasing the scope and ability to reach the most needy and vulnerable in the community. We have moved from offering programmes to 90 people per annum pre-covid to 222 programme participants last year.

We have taken on new facilitators to cater for our growth and ensured they have all been cross trained across all courses including the Solent, Southampton and youth New Futures courses. This means that we have more staff cover in the event of unforeseen circumstances. Our training manager (returned from maternity leave in January 2022) is also able to provide cover whilst ensuring quality assurance and consistency of delivery across all programmes.

Our volunteers are often drawn from former participants whose lives have been chance as describe below by one participant in October 2021.

*"When I was referred to Safe New Futures, I was super low. I had been to other places that should have helped but didn't. It was very much a 'last chance' in my mind. If this*

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

*one didn't work, I would act on my thoughts that I should be dead. I had spent so long being depressed with nothing helping to keep me level.*

*One service said I was too severe whilst another said I wasn't severe enough.*

*But, by then end of the course, I was sooo much happier. I was able to do things and not be exhausted by all the little things."*

#### Activities, Achievements and Performance

The trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission.

1. 337 pre-course motivational interviews
2. 27 self-development training courses. (each course is 2 days per week over a 5-week period)
3. 75 rounds of post-course follow-up support

#### Results:

40% moved onto employment, further education, or training opportunities.

- 75% were less depressed
- 67% were less anxious
- 74% increased in confidence
- 92% increased in self-esteem
- 87% increased in goal achievement

#### Activities:

The Trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission. See Table 1 below

From April 2021 – March 2022 (our financial year), Trading as Safe New Futures, 27 New Futures programmes were carried out, reaching 222 people who finished the course, as follows:

**Table 1**

No. of courses	Pre-course interviews	Finished participants
<b>27</b>	<b>337</b>	<b>222</b>
<b>Southampton New Futures (National Lottery / Henry Smith)</b>		
8	115	72
<b>Solent Youth New Futures (QuilterFoundation)</b>		
9	122	80
<b>Teens New Futures</b> (Mainly, Awards for All, St James Place, HIWCF Ford, Edward Gostling)		
2	21	17
<b>New Futures Solent Supporting Employment (HIWCF, European Social Fund)</b>		
8	79	53

#### Outcomes Apr 2021 – March 2022

##### 1. Three hundred and thirty-seven pre course motivational interviews

Between April 2021 and March 2022, we delivered **337**, individual pre course interviews. These are delivered by the facilitators to introduce the participants to the facilitators and initiate the

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

foundations of the later facilitator-participant relationship. Additionally, they relay information about the course and answer questions that participants may have as well as determining if a participant is suitable for a course. Ostensibly, the course is suitable for people with mild to moderate mental health conditions. Those with severe mental health issues and severe behavioural problems are referred on to other professionals for support. The pre-course interviews endeavour to support the participant's motivation to commit to the programme. They help participants to reflect on their current situations, their wellbeing and consider their futures. By eliciting intrinsic motivation participants engage more readily with the course feeling that they have a future that is worth working towards.

#### **2. Twenty-seven ten-day courses working with 222 beneficiaries**

We are delighted to report that we successfully ran **27** courses for vulnerable unemployed people in the last year, supporting **222** vulnerable individuals. These courses ran for 2 days per week over a five-week period and follow our scientifically evidenced and successful New Futures training programme, which blends a group cognitive behavioural approach with pre-employment/vocational learning support.

We use Zoom as our delivery vehicle and make use of the user-friendly breakout room facility so that participants can continue to work in smaller subgroups for certain tasks. Our facilitators have been able to optimise virtual delivery by adapting the materials, puzzles, quizzes and learning games for online use. We post hard copy manuals and end of course certifications out to participants.

All staff and facilitators use SNF owned laptops to ensure safeguarding online compliance. SurveyMonkey is used to complete participants' psychological measures pre and post course so that we can monitor and demonstrate the continuing efficacy of our programmes. The use of the teachable online learning platform, containing all programme modules, ensures that participants can review learning or catch up on missed learning. The use of Softphones for facilitators and participants to record personal 1:1 conversations enables compliance with safeguarding and quality assurance, and the supply of additional laptops to participants who are the most disadvantaged ensures that they are able to access sessions remotely.

We have found that the use of Zoom as a platform, in providing the ability to see everyone's face, creates an openness and friendship as strong as when our programmes are face-to-face. This means that peer-to-peer group support, and an opportunity to empathise with and help each other, continues to form an integral part of our work.

*"I never thought I would turn my camera on. Helped with confidence. I've been working on myself for a long time on my own. Being in this group and talking with everyone has helped so much, sharing their experiences. I am really not alone. It has done so much for me."*

*Amelia, 19*

The successful transition from face-to-face to online and blended learning has seen psychological measures and outcomes into education, training or employment remain consistent. It has also enabled us to reach a wider group of people including those who would not leave the house through anxiety, depression or disability. The outcomes are described in the Project Outcomes section below.

#### **3. 75 rounds of post course follow up support**

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Our programmes offer support over a six-month period and we have carried out 75 rounds (three per course) of follow up support. This support is usually carried out at one, three- and six-month points. These sessions give participants an opportunity to build on the skills and knowledge they gained from the original workshops, as well as having an opportunity to revisit their goals. These follow up sessions help to keep them on track in their employment goals, as well as offering an opportunity to reflect on how they are embedding the skills learnt on the course, to prevent relapse.

Since the migration of our courses online, we have recognised that for some participants, one to one support is essential. This is particularly evident given the impact of the Covid-19 pandemic on individuals' needs, which has proven to be ever- complex. As such, some of the training days have been reworked to include personalised one to one support sessions for post participants. These sessions have literally been a lifeline for many of the individuals, who have valued the continued emotional and practical support.

IT and employability training is provided post course where necessary to address any barriers to re-employment and we work closely with our community partners to ensure there is ongoing access to other services. Most importantly, we recognise that these post course training days and one to one support sessions reinforce the learning objectives of the original sessions, and bolster mental health resilience through our cognitive behavioural approach.

Some of our course participants move on to volunteer or even employment with us, and the following case study demonstrates what a difference our interventions can make:

*"When we were asked at what point in life were we the most happy, I said when I first started working with Safe New Futures. It honestly changed my life and I will forever be grateful to everyone who supports me in the office and outside of the office every day. When Roxie (facilitator) told me about the job, I felt a mix of emotions, scared, happy, nervous. But honestly, determination was my top emotion. I felt a drive to succeed and get a job in which I had NEVER felt before. I honestly never saw myself being at this point in life, getting buses by myself, going to work, going shopping by myself etc. Now I do it all the time it's become so normal for me and I rarely get anxious about it. Honestly, from the bottom of my heart, I will never forget this moment in my life. I truly believe the Safe New Futures programme was all I needed to get past the significant mental health barriers I had been facing for THREE years. Thank you so much Nina for this opportunity 😊"*

**Cally, 20.**

***New Futures Referrals Administration Assistant and former course participant***

### Project Outcomes

#### **New Futures online courses - April 2021 to April 2022**

Between April 2021 to March 2022, We have continued to see improvements in people's lives with 82% greater self-esteem, 74% improving in confidence, 87% in job search goals, 75% less depressed and 67% less anxious. The breakdown of this is shown in *Table 2*:

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

Psychological improvements for participants all ages taken on the first and last day of all five-week courses April 2021 – March 2022\*

Table 2.

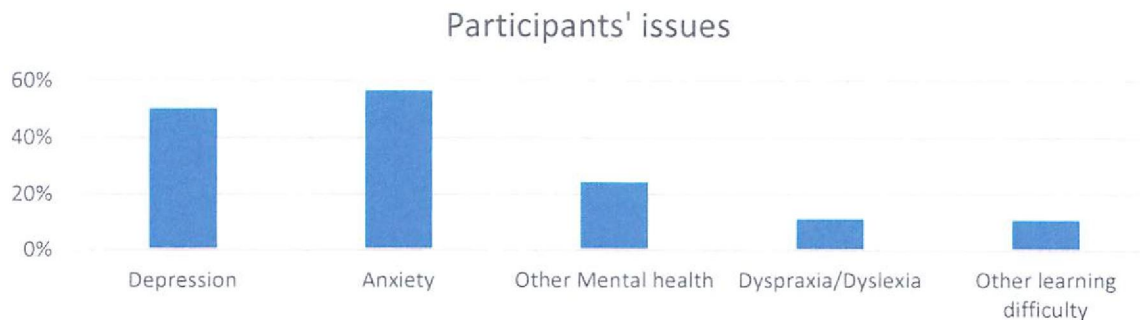
Summary for participants who finished the course					
All courses	First day ave.	Last day ave.	Change ave.	% Improvement	% People improved
More Self Esteem	11.31	16.41	5.10	45.1%	82%
More Confidence	11.05	14.10	3.05	27.6%	74%
Job search goals	11.76	16.40	4.63	39.4%	87%
Less depressed	14.23	9.92	-4.31	30.3%	75%
Less anxious	11.84	8.37	-3.47	29.3%	67%

\*The questionnaires for these evaluations were designed by the University of Southampton following a three-year research project which successfully validated the Choices (New Futures) Training Programme.

It is interesting to note that these results are consistent with the outcomes of our courses pre pandemic and pre online delivery. This is despite the fact that people's mental health and resilience continues to be considerably tested by Covid\_19. with the effects of the pandemic lockdowns which induced /increasing loneliness and isolation being felt into this past year. World turbulence with the war in Ukraine and worries about the UK economy are contributing to compromised mental wellbeing.

More than 60% declared a diagnosis of Depression and/or Anxiety on their initial referral forms although it was clear that many more struggled with a variety of mental health issues PTSD, Agoraphobia, OCD, Tourettes etc. See Table 3 below.

Table 3



Examples of 'Other mental health' include agoraphobia, PTSD, Tourette's

***"Before the course I was in a very dark place, I was not feeling myself, I felt lost and very anxious of not having anywhere to go. During the course I felt like I was learning a lot and becoming more confident to the point where I smashed a job interview and got a job. In the***

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

*future I hope to use these tools and things I've learnt to help me wherever I get stuck of feeling like things are going back downhill again."*

Clara, 22

#### Employment and Training Outcomes.

##### Hard Outcomes from participants completing the course

This year we saw 40% move into employment training or volunteering (see Table 4), and 87% of participants, improved in job search goals as a result of our intervention. It is difficult to assess the outcomes on this given the impact that the pandemic has had on the confidence of our participants, many of whom have been isolated for very long periods. Additionally, whilst the economic impact of the Covid-19 pandemic is still being outworked, we are very proud to see so many participants move into employment and training opportunities following our interventions. We trust that this figure will increase even further next year, post- pandemic.

Table 4

Working	Volunteering	Training Course	Education	Unemployed	Signed Off Sick	Not known
24%	5%	9%	2%	27%	2%	31%

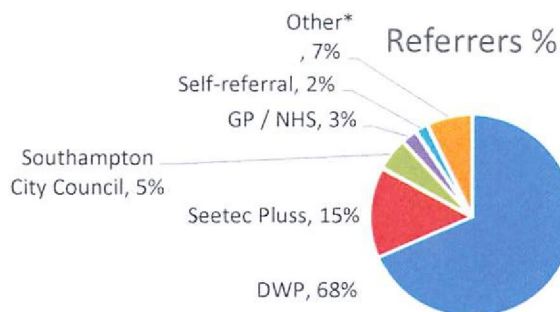
An interesting outcome of our transition to online course delivery is the use of Zoom, in that all of our 222 participants who completed the course this year became familiar with communicating on an online forum – thus they have gained important skills for the ever-changing world of work, gaining skills in virtual interviews, as well as having developed confidence in the use of IT, and in new ways of working, including being part of an online team.

*"The course has been better than I could have dreamt it to be. It has given me so much to think about. A few weeks ago I would not have even applied for a job I felt so negative but now have a job offer and I'm looking forward to the future more."*

Susan, Aged 63

Our main referrer continues to be the Job Centres followed by Seetec plus and Southampton City Council, all of whom tend to send us those that they cannot easily get into employment themselves. See table 5.

Table 5



\* 'Other' referrers include Solent Mind, Princes Trust, The Workshop

**Further Feedback from our Participants April 2021- April 2022**

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

<i>"It has helped me with my confidence because I have really bad self-confidence in myself, but it's made me feel so much more comfortable. Everyone is just so lovely."</i> Doris, 19
<i>"I really didn't think I'd like the course because I don't like people, but I really like you all. You're all really nice and supportive."</i> Samantha, 18
<i>A big thank you to Ruth, Dan and other staff, who have really supported me and have helped me express myself with self-confidence."</i> Akhil, 20
<i>"The course has definitely helped me with my anxiety, and it's nice to have everyone that's so nice here and going through the same things as me, I would love to continue this."</i> Rita, 16
<i>"I feel like this course has really helped me so much and I feel like I'm becoming a new better version of myself."</i> Patricia, 19
<i>"I have enjoyed the course; it has helped me with my confidence and communication"</i> Megan, 19
<i>"If I want to change I will have to take steps myself, and this has really helped me to understand there is work out there I could do."</i> Logan, 37

#### Community Impact

The result of the New Futures course is that many people engage in their community by being good neighbours now that they are not depressed, joining a local group or by contributing through voluntary work. In addition, equipping local facilitators means that a resource is left in the local community when the funded project ends, building on-going sustainability.

#### Economic impact

The return on the initial investment of welfare benefit savings is very high because the New Futures participants started so far from the job market, they were unlikely to gain a job in the next 5 years. Most other employment initiatives focus on those near the job market who would get a job in the next year, so their real savings are much smaller.

#### Social impact

There are wider social impacts because of the Safe New Futures Programme intervention. There are savings on mental health due to reduced GP time and reduction in prescriptions for antidepressants. There are gains to poor physical health which is closely correlated with unemployment and depression and reduced social care costs. There are gains in less vandalism and anti-social behaviour and savings in criminal justice for police, prison and court costs.

#### Future delivery and funding

Next year we will continue the delivery of adult, youth and teen programmes. We continue to have a strong evidence base for its efficacy. The New Futures programmes are meeting a gap that no other provision currently addresses.

We will continue our approach of ensuring:

- Diversity of funding via new Grant Making Trusts
- Sustainable funding which will cover multiple years such as the Henry Smith, National Lottery, Garfield Weston and Quilter Foundation funding
- Outreach funding to fund courses in the community for example via HIWCF Solent Supporting Employment (ESF) funding.
- Traded income, such as the delivery of our Workplace programme delivered by Choices Training and Development Ltd, who in turn transfer monies to Safe New Futures.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Financial overview**

- Income for 2022 was £305,026, an increase of £67,961 on 2021 income of £237,065 (2021: an increase of 84,152 on 2020 income of 152,913)
- Total expenditure for the year increased by £88,856 to £307,638 due to an increase in the number of courses delivered (2021: increase of £7,481 to £218,782 compared to 2020 levels).
- The net deficit for the year was £2,612 (2021: surplus £18,283 & 2020: surplus £6,612).
- Net assets were £68,317 (2021: £70,929 & 2020: £52,646).

#### **Principal funding sources**

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

The subsidiary Company Choices Training & Development Ltd (CT&D) transferred funds of £17,345 representing 6% of income (2021: £8,989 representing 4% of income).

#### **Reserves policy**

The trustee board continue to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £68,317 (2021: £70,929 & 2020: £52,646), of which £27,337 (2021: £39,078 & 2020: £16,531) represented unrestricted funds. Restricted funds were £40,980 (2020: £31,851 & 2020: £36,115).

#### **Responsibilities of the trustees**

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

**SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

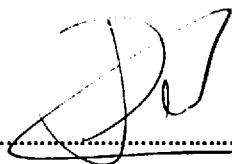
**REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 14th June 2022

and signed on their behalf by:

Director



D. muir

## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2022, which are set out on pages 13 to 24.

### **Responsibilities and basis of report**

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

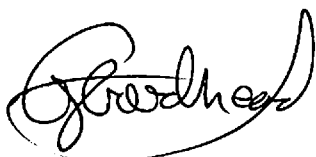
Having satisfied myself that the accounts of the charitable company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charitable company's accounts as carried out under section 145 of the Charities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

### **Independent examiner's report**

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

29 June 2022

7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<i>INCOME</i>					
Donations and legacies	3	24,093	-	24,093	15,792
Charitable activities	2	20,000	260,933	280,933	221,273
<b>TOTAL INCOME</b>		<b>44,093</b>	<b>260,933</b>	<b>305,026</b>	<b>237,065</b>
<i>EXPENDITURE</i>					
Charitable activities	5	57,434	250,204	307,638	218,782
<b>TOTAL EXPENDITURE</b>		<b>57,434</b>	<b>250,204</b>	<b>307,638</b>	<b>218,782</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>(13,341)</b>	<b>10,729</b>	<b>(2,612)</b>	<b>18,283</b>
<b>TRANSFERS</b>		<b>1,598</b>	<b>(1,598)</b>	<b>-</b>	<b>-</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS</b>		<b>(11,743)</b>	<b>9,131</b>	<b>(2,612)</b>	<b>18,283</b>
<b>FUNDS AT 1 APRIL 2021</b>		<b>39,078</b>	<b>31,851</b>	<b>70,929</b>	<b>52,646</b>
<b>FUNDS AT 31 MARCH 2022</b>		<b>27,335</b>	<b>40,982</b>	<b>68,317</b>	<b>70,929</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2021 £
<i>INCOME</i>			
Donations and legacies	6,803	8,989	15,792
Charitable activities	23,989	197,284	221,273
<b>TOTAL INCOME</b>	<b>30,792</b>	<b>206,273</b>	<b>237,065</b>
<i>EXPENDITURE</i>			
Charitable activities	8,245	210,537	218,782
<b>TOTAL EXPENDITURE</b>	<b>8,245</b>	<b>210,537</b>	<b>218,782</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>22,547</b>	<b>(4,264)</b>	<b>18,283</b>
FUNDS AT 1 APRIL 2020	16,531	36,115	52,646
<b>FUNDS AT 31 MARCH 2021</b>	<b>39,078</b>	<b>31,851</b>	<b>70,929</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)


**BALANCE SHEET AT 31 MARCH 2022**

	Notes	2022		2021	
		£	£	£	£
<b>FIXED ASSETS</b>					
Investments	6		1		1
Tangible assets	7		2,884		2,213
			<u>2,885</u>		<u>2,214</u>
<b>CURRENT ASSETS</b>					
Debtors	8	25,178		2,459	
Cash at bank and in hand		86,562		111,323	
		<u>111,740</u>		<u>113,782</u>	
<b>CREDITORS: amounts falling due within one year:</b>					
	9	<u>(46,308)</u>		<u>(45,067)</u>	
<b>NET CURRENT ASSETS</b>			65,432		68,715
<b>NET ASSETS</b>			<u>68,317</u>		<u>70,929</u>
<b>FUNDS</b>					
Unrestricted funds	10		27,335		39,078
Restricted funds	10		40,982		31,851
<b>TOTAL FUNDS</b>			<u>68,317</u>		<u>70,929</u>

For the financial year ended 31 March 2022, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

Director   
D. MUIR

Dated: 14.6.2022

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

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

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)**

#### **1 ACCOUNTING POLICIES (continued)**

##### **(d) Investments**

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### **(e) Tangible fixed assets**

Fixed assets are capitalised for ongoing use within the company, where the individual cost of the asset exceeds £500.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### **(f) Funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### **(g) Group accounts**

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### **(h) Financial instruments**

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### **(i) Pensions**

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
	Funding contracts and grants:				
	Henry Smith	-	36,400	36,400	36,400
	HIWCF Henry Ford	-	6,000	6,000	-
	Garfield Weston Foundation	20,000	-	20,000	15,000
	National Community Lottery	-	31,217	31,217	30,605
	National Community Lottery - COVID adaptations	-	-	-	11,880
	St James Place Foundation	-	2,500	2,500	-
	Quilter Foundation	-	51,907	51,907	58,075
	Edward Gostling	-	10,000	10,000	-
	National Lottery Awards for All Community Fund	-	10,833	10,833	-
	National Lottery Awards for All	-	9,874	9,874	-
	National Lottery CEO	-	-	-	41,347
	HIWCF Covid	-	-	-	10,000
	HIWCF - Solent Supporting Employment	-	83,125	83,125	17,966
	HIWCF We're All Together Fund	-	5,000	5,000	-
	Kick Start Grant	-	14,077	14,077	-
	<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>20,000</b>	<b>260,933</b>	<b>280,933</b>	<b>221,273</b>

#### 3 GRANT INCOME

Donations and legacies includes £17,345 (2021: £8,989) donated by Choices Training and Development Limited. There were no grants of £2,000 or more received in the year.

#### 4 STAFF COSTS

	2022 £	2021 £
Wages and salaries	151,083	109,854
Social security costs	7,910	5,206
Employers pension costs	5,046	4,531
	<u>164,039</u>	<u>119,591</u>

The average number of staff employed during the year was 8 (2021: 5). No employee received emoluments of more than £60,000.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

#### 4 STAFF COSTS (continued)

No remuneration was paid to trustees/directors during this or the previous year. During the year the charitable company paid remuneration, including pension contributions, totalling £63,464 (2021: £59,189) to key management personnel.

No trustees were reimbursed for expenses during this or the previous year.

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2022 £	Total 2021 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	131,231	131,231	95,673
Travel and subsistence	-	1,315	1,315	455
Subcontractors	-	77,145	77,145	46,781
Licences and subscriptions	-	2,249	2,249	1,998
Choices manual costs	-	4,582	4,582	3,801
	-	216,522	216,522	148,708
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	20,682	12,126	32,808	23,918
Room hire	7,715	4,525	12,240	8,540
Catering	2,317	1,358	3,675	1,275
Training costs	1,355	795	2,150	2,856
Depreciation	1,527	896	2,423	1,606
Telephone	2,575	1,510	4,085	2,208
Postage, printing and stationery	1,551	910	2,461	2,989
Computer running costs	6,813	3,995	10,808	8,231
Legal and professional fees	669	393	1,062	720
Bookkeeping	5,249	3,078	8,327	7,681
Accountancy	1,795	1,053	2,848	3,690
Insurance	888	521	1,409	1,319
Bank charges	114	67	181	150
Sundry costs	2,460	1,443	3,903	1,781
Licences and subscriptions	136	80	216	360
Promotion, marketing and publicity	1,588	932	2,520	2,750
<b>TOTAL EXPENDITURE</b>	<b>57,434</b>	<b>250,204</b>	<b>307,638</b>	<b>218,782</b>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,400 (2021: £2,340).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

6	INVESTMENTS	<b>Unlisted investments £</b>
	Investment in subsidiary at beginning and end of year	<u><u>1</u></u>

On 16 November 2015 a subsidiary company, Choices Training & Development Limited was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.

7	TANGIBLE FIXED ASSETS	<b>Computer &amp; other equipment</b>	<b>Website</b>	<b>Total</b>
		£	£	£
	<b>COST</b>			
	At beginning of year	22,805	2,400	25,205
	Additions	3,094	-	3,094
	At end of year	<u>25,899</u>	<u>2,400</u>	<u>28,299</u>
	<b>DEPRECIATION</b>			
	At beginning of year	20,592	2,400	22,992
	Charge for the year	2,423	-	2,423
	At end of year	<u>23,015</u>	<u>2,400</u>	<u>25,415</u>
	<b>NET BOOK VALUE</b>			
	At end of year	<u>2,884</u>	-	<u>2,884</u>
	At beginning of year	<u>2,213</u>	-	<u>2,213</u>

8	DEBTORS	<b>2022</b>	<b>2021</b>
		£	£
	Other debtors	1,006	1,006
	Prepayments and accrued income	6,015	737
	Amounts due from subsidiary undertaking	18,157	716
		<u>25,178</u>	<u>2,459</u>



## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)**

#### 10 b SOURCE OF FUNDS

##### **Henry Smith**

This grant provides a contribution to the costs of three years' salary and on costs of a Wellbeing Choices Facilitator at a project providing employment and training advice and support for people in Hampshire.

##### **HIWCF Ford Community**

This Grant provides a contribution to the cost of three teens course.

##### **National Community Lottery**

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### **St James Place Foundation**

To fund teens courses.

##### **Quilter Foundation**

Funding for youth courses aged 16-25 in the Solent Region.

##### **Edward Gostling**

To fund teens courses and an operations assistant.

##### **National Lottery Community Fund**

Supporting Vulnerable unemployed people with mental health difficulties

##### **National Lottery Teens**

This Awards for All grant provides a contribution to the costs of three teens courses.

##### **HIWCF - Solent Supporting Employment**

Funding for Solent Supporting Employment covering Eastleigh, Havant, Gosport, Isle of Wight and New Forest.

##### **HIWCF We're All Together**

Towards the costs of an operations assistant.

##### **Kick Start**

To pay for the cost of three apprentices in IT/Marketing, course recruitment and fundraising roles.

##### **HIWCF Covid**

Emergency covid costs for three months.

##### **National Community Lottery - COVID adaptations**

Emergency covid costs cover for six months

##### **National Lottery CEO**

Supporting Vulnerable unemployed people with mental health difficulties

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)

10 c COMPARATIVE MOVEMENT IN FUNDS	Balance at 1 April 2020 £	Income £	Expenditure £	Balance at 31 March 2021 £
<b>Restricted funds</b>				
Henry Smith	1,517	36,400	(34,883)	3,034
National Community Lottery	-	30,605	(30,605)	-
National Community Lottery - COVID adaptations	-	11,880	(11,880)	-
St James Place Foundation	4,683	-	(4,683)	-
Quilter Foundation	16,550	58,075	(59,283)	15,342
Edward Gostling	13,365	-	(13,365)	-
National Lottery CEO	-	41,347	(41,347)	-
HIWCF Covid	-	10,000	(10,000)	-
HIWCF - Solent Supporting Employment	-	17,966	(4,491)	13,475
<b>Total restricted funds</b>	<b>36,115</b>	<b>206,273</b>	<b>(210,537)</b>	<b>31,851</b>
<b>Unrestricted funds</b>	<b>16,531</b>	<b>30,792</b>	<b>(8,245)</b>	<b>39,078</b>
<b>Total funds</b>	<b>52,646</b>	<b>237,065</b>	<b>(218,782)</b>	<b>70,929</b>
11 ANALYSIS OF NET ASSETS BETWEEN FUNDS		<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2022 £</b>
<i>As at 31 March 2022</i>				
Tangible fixed assets		2,885	-	2,885
Current assets		70,758	40,982	111,740
Current liabilities		(46,308)	-	(46,308)
<b>NET ASSETS</b>		<b>27,335</b>	<b>40,982</b>	<b>68,317</b>
		<b>Unrestricted funds £</b>	<b>Restricted funds £</b>	<b>Total 2021 £</b>
<i>As at 31 March 2021</i>				
Tangible fixed assets		2,214	-	2,214
Current assets		81,931	31,851	113,782
Current liabilities		(45,067)	-	(45,067)
<b>NET ASSETS</b>		<b>39,078</b>	<b>31,851</b>	<b>70,929</b>

### 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The registered office of the charitable company is 29 Carlton Crescent, Southampton, SO15 2EW.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2022 (continued)**

#### **13 TAXATION**

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

#### **14 DONATED SERVICES AND ASSETS**

There were no donated services or assets received during the year.

#### **15 SUBSIDIARY UNDERTAKING**

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2022 are summarised as follows:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
Turnover	34,440	-
Administration expenses	(27,815)	(10,274)
Other operating income	12,005	-
Taxation	-	-
Net profit	<u>18,630</u>	<u>(10,274)</u>

At the balance sheet date, Choices Training and Development Limited had net assets of £1 (2021: net liabilities £1,284).

During the year Choices Training and Development Limited committed to make donations totalling £17,345 (2021: £8,989) to Safe New Futures. This is shown as income within note 3.

At the balance sheet date Safe New Futures was owed £18,157 (2021: £716) from Choices Training and Development Limited, which is shown within debtors in note 8.

**Safe New Futures**

England & Wales - Charity number 1088357

---

# Accounts

---

**SAFE NEW FUTURES  
(REGISTERED NUMBER : 4189876)**

**ANNUAL REPORTS AND UNAUDITED ACCOUNTS  
FOR THE YEAR ENDED 31 MARCH 2021**

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES FOR THE YEAR ENDED 31 MARCH 2021**

The Trustees present their report and accounts for the year ended 31 March 2020. The Trustees are also appointed as directors of the incorporated charity.

Charity number: 1088357

Company registration number: 4189876

Directors / trustees: A Scammell (Chairman)  
S Nicholls  
A Smith  
S Giles (appointed 2 December 2020)  
A Henry (appointed 2 December 2020)  
N Strong (resigned 2 December 2020)

Company Secretary: S Nicholls

Principal / registered address: 29 Carlton Crescent,  
Southampton,  
Hampshire,  
SO15 2EW

Independent examiners: Knight Goodhead Limited  
7 Bournemouth Road  
Chandler's Ford, Eastleigh  
SO53 3DA

Bankers: Lloyds TSB  
63 London Road  
Southampton  
SO15 2US

#### **Objectives:**

1. To relieve poverty for the public benefit, primarily through training and support of unemployed people facing multiple barriers to work including mental health conditions such as anxiety and depression.
2. To advance education for the public benefit by delivering group training and individual coaching to develop individual capabilities competences, skills and understanding.
3. To advance citizenship and community development for the public benefit by training volunteers and voluntary sector organisation to deliver training programmes to communities in areas of multiple deprivation.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Governing document**

The organisation is a charitable company limited by guarantee and not having a share capital, incorporated on 29 March 2001 and registered as a charity on 10 September 2001.

The company was established under a Memorandum of Association, which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £1.

#### **Recruitment and appointment of trustees**

The Articles of Association has established a policy that trustees undertake the role of company directors to manage the business of the charity by means of regular trustee meetings.

The organisation seeks to attract a board of trustees, which collectively demonstrates a diversity of experience and skills and to this end individuals with requisite capabilities are approached to offer themselves for election to the board.

Existing trustees are subject to retirement by rotation but can be re-appointed if the position they have vacated has not been filled.

#### **Trustee induction and training**

Most trustees are already familiar with the practical work of the charity, having been encouraged to attend the community-based courses run for the benefit of candidates.

New trustees are issued with an information pack including a Trustee Board Mandate, Trustee Board member role definition, a job description, Memorandum and Articles of Association, annual accounts, previous minutes and an introduction to Safe New Futures to understand their legal obligations and familiarise themselves with the organisation and the context in which it operates.

#### **Risk management**

A risk review is conducted to manage the risks faced by the organisation. The major risks identified include IT, staffing, financial and liability claims. The risks and the appropriate response systems are incorporated into the annual planning. In addition, each new project plan has an analysis of risk incorporated into the project plan.

Policies and procedures have been put in place to ensure compliance in the following:

- Organisational - including health & safety and equality & diversity.
- Client contact – including safeguarding, confidentiality and complaints.
- Staffing - including grievance, disciplinary, recruitment and appraisal.

A quality management approach has been implemented, to ensure consistent quality of delivery for all operational aspects. Quality is achieved by design, in terms of the course-manual and prescribed programme, plus the training and accreditation of new facilitators. There is an audit and inspection system which includes monitoring the learning outcomes, observing the quality of the teaching, and evaluating the management of the learning.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Organisational structure**

The Board of Trustees meet a minimum of four times per annum and are responsible for the strategic direction and policy of the charity. The Chief Executive Officer also attends the trustee meetings but has no voting rights.

A scheme of delegation is in place and day to day responsibility for the provision of services rests with the chief executive officer.

#### **Activities in pursuance of objectives**

##### **Needs analysis**

Society is facing epidemic levels of emotional and behavioural difficulties. The anxiety level of an average child today is the same as a psychiatric patient in the 1950s. Anxiety and depression is much more prevalent in areas of deprivation. Twenty years' experience of delivering programmes and listening to the needs of participants has given us an understanding of the needs they face. Participants face multiple complex barriers, including behavioural and emotional difficulties, very long-term unemployment, addictions, anxiety and depression, eating disorders, lack of confidence and very low self-esteem.

##### **The solution**

Underlying these issues are core beliefs including feelings of worthlessness, no hope of change, no sense of purpose, and lack of belonging. These beliefs must be addressed to overcome people's barriers. Change in thinking leads to change in behaviour. The New Futures course has been specially designed for this. It is a vocational CBT course.

Vocational elements include identifying strengths, contribution, goal setting and intrinsic motivation. CBT elements include overcoming barriers, healthy thinking and being empowered. The course elements include relatedness, group work and being treated with dignity. The new Futures programmes result in significant increase in self-efficacy, confidence and resilience which is the key to long term change of behaviour.

#### **Challenges, Activities, Achievements and Performance**

##### **Challenges:**

The key challenge for all organisations from April 2020 to March 2021, was the Covid 19 pandemic and subsequent lockdown restrictions.

In the week prior to the first lockdown, we ensured that all staff and facilitators had the ability to work effectively at home, to ensure a seamless service to clients. We then immediately carried out a complete turnaround to an optimised online blended learning model.

One key charity success in 2020/2021 has been to embed the redesigned online blended learning programme. The successful transition from face-to-face to online delivery has seen psychological measures remaining consistent and outcomes into education, training or employment have held up.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

We still use and now post hard copy manuals to candidates, used during zoom sessions and the personal softphone 1:1 weekly catch up with each candidate. End of course certificates are also sent via mail.

We chose Zoom as our delivery vehicle in April 2020 because it offered a user-friendly breakout room facility so that candidates can continue to work in smaller subgroups for certain tasks.

We optimised our virtual delivery by transforming our materials, puzzles and learning games for online use.

All staff and facilitators whether employed, free-lance or volunteers, only use Safe New Futures (SNF) owned laptops at home to ensure safeguarding online compliance.

In addition:

- The acquisition and use of SurveyMonkey to complete candidates' psychological measures pre and post course has enabled us to monitor and demonstrate the continuing efficacy of our programmes. Collating and analysing all responses digitally has streamlined and made our administrative processes more efficient.
- The introduction of a Teachable online learning platform containing all programme modules, ensures that candidates can review learning or catch up on missed learning.
- The purchase and introduction of Softphones for facilitators and candidates to record personal 1:1 calls enables compliance with safeguarding and quality assurance.
- Additional laptops and internet access for candidates ensured that the most disadvantaged were able to access the sessions remotely.

Peer-to-peer group support where candidates identify with each other, no longer feel alone, forge strong bonds, empathise with and help each other has continued. The ability to see everyone's face, and even glimpse their home environment has created an openness and friendship as strong as when programmes were face-to-face.

Our new online format has enabled us to reach candidates who would not have had the self-confidence to join us for example at a face-to-face venue or who have anxiety about mixing with strangers or using public transport.

It has also given our candidate's greater skills in using IT, with access to zoom and the temporary use of laptops which in turn, increases their personal skills and employability.

Significantly, we can now reach out more widely across Hampshire, including Southampton, Portsmouth, Gosport, Havant, Fareham, the Isle of Wight, Basingstoke, Andover, Aldershot, Winchester and the New Forest. Individuals from some of these locations would have struggled to access our face-to-face courses but can now benefit from the programmes via digital means.

Our greatest challenge has been that our referrers, e.g., the Job Centre, Employment Support Organisations and other Charities stopped referring as they temporarily ceased engaging with clients. This impacted our course numbers and we had to work extra hard to recruit candidates.

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

#### Activities:

The Trustees consider that the following activities provide a public benefit in line with charity's objectives and the general guidance provided by the Charity Commission.

From April 2020 – March 2021 (our financial year), Trading as Safe New Futures, 19 New Futures programmes were carried out, reaching approximately 121 people who finished the course, as follows:

<b>Southampton New Futures (National Lottery / Henry Smith)</b>		
<b>No. of course</b>	<b>Pre-course interviews</b>	<b>Finished candidates</b>
8	93	48
<b>Solent Youth New Futures (Quilter)</b>		
6	62	46
<b>Teens New Futures</b> (Mainly, Awards for All, St James Place, HIWCF Ford, Edward Gostling)		
4	38	28
<b>New Futures Solent Supporting Employment (HIWCF, European Social Fund)</b>		
1	12	3

We have continued supporting vulnerable and isolated unemployed individuals from Southampton and across the Solent region. These people come to us from deprived backgrounds and are often struggling with mild to moderate mental health issues. This impacts negatively on their self-esteem and confidence and depletes their beliefs in themselves to engage again with employment and society more generally.

They lack aspiration, are crippled with anxiety, present with poor psychological resilience and coping as well as with depressive conditions. A large number come from difficult or traumatic relationships and have adverse lifestyles including poor diet, antisocial behaviours, prior offending records and are in financial crisis. Many too are lonely and isolated with impoverished support systems. They may also have histories of self-harm, eating disorders, drug and alcohol dependency disorders and other addictive pathologies.

***"Literally life changing! It's the best thing I've done and for the first time in a year I have felt structure to my life, and I feel clearer in my mind. I would definitely recommend."***  
***Lucy, Age 41***

The self-development training programmes take a group cognitive behavioural approach and use a blended learning style. As a result of our courses, candidates are facilitated with both psychological resilience support, employability skills and vocation learning. This helps candidates move forward in their lives making meaningful change by accessing work or further training complete with psychological capability to achieve and sustain this.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **COURSE ACTIVITY**

We have successfully provided:

- a. Eight new training courses for vulnerable unemployed people in Southampton
- b. Six new training courses for young people not in employment training or education
- c. Four training courses for teenagers
- d. One Solent Supporting Employment course

All courses ran for 2 days per week over a five-week period and followed our scientifically evidenced and successful Choices training programme which has been re-branded as the 'New Futures' Programme. This blends a group cognitive behavioural approach with pre-employment/vocational learning support. The courses were followed up with individual and group follow up workshops for five months after the five-week course finishes.

#### **New Futures online courses - April 2020 to April 2021**

People's mental health and resilience has been tested considerably by Covid\_19., with lockdowns inducing/increasing loneliness and isolation.

The reduction/removal of social support systems; loss/threat to jobs; general health anxiety; and reduction in general medical and mental health support significantly impacted our candidates. In particular, numbers attending were down on previous years. However, the 125 beneficiaries completing the course did so with results that compared very well to previous years.

We have continued to see improvements in people's lives with over 81% greater self-esteem, 71% improving in confidence, 77% in job search goals, 70% less depressed and 78% less anxious.

These results pay homage to the quality of the course resources and our ability to:

- a. pivot and respond appropriately and effectively to the new changed circumstances and
- b: employ and equip quality facilitators to deliver these resources.

Despite record highs in unemployment, we have still seen over 45% of candidates access employment and feel confident this figure will increase post-pandemic.

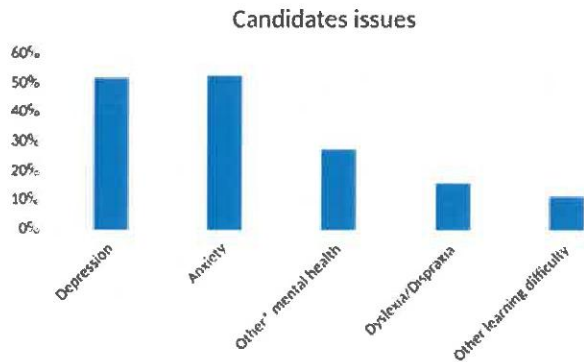
Many of our beneficiaries were even more impacted than normal with due to the Covid pandemic, with extra-multiple barriers to employment. Those who had been isolated & unwell for many years found themselves even more isolated. Agoraphobia, social anxiety and other mild to moderate mental health difficulties amongst our candidates were exacerbated and this was often preventing them from engaging with their communities or seeking work. The majority of our beneficiaries came from areas of multiple deprivation.

More than 60% declared a diagnosis of Depression and/or Anxiety on their initial referral forms although it was clear that many more struggled with a variety of mental health issues PTSD, Agoraphobia, OCD, Tourettes etc.

## SAFE NEW FUTURES

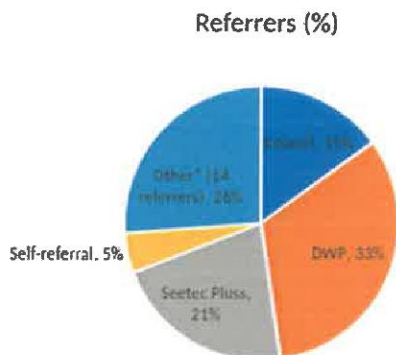
(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)



Examples of 'Other mental health' include agoraphobia, PTSD, Tourette's

Our main referrer is the Job Centre, and we were hit hard from April 2020, right the way through to March 2021 as the Job Centres stayed closed, providing support primarily to new claimants. Despite that, we still managed to obtain enough referrals to keep our courses running.



\* 'Other' referrers include: No Limits, Princes Trust, Community First

#### Achievements:

All candidates who attended our programmes of support engaged with the following activities:

##### A. Pre-course motivational interviews.

93 Southampton adults, 62 Solent youth, 38 teens and 12 Solent supporting Employment pre-course meetings were carried out.

These are delivered by the facilitators who will later run the course to introduce the candidates to the facilitators and initiate the foundations of the later facilitator-candidate relationship. Additionally, they relay information about the course and answer questions that candidates may have as well as determining if a candidate is suitable for a course in line with the support the course can offer. Ostensibly, the course is suitable for people with mild to moderate mental health conditions and as such those with severe mental health issues and severe behavioural problems are referred on to

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

other professionals for support. The pre course interviews endeavour to support the candidate's motivation to commit to the programme.

In many instances, as in previous years, these initial interviews act as interventions in themselves by helping candidates to reflect on their current situations, their wellbeing and consider their futures. By eliciting intrinsic motivation candidates engage more readily with the course feeling that they have a future that is worth working towards.

***"It is an opportunity for the facilitator to give the candidate a sense of hope, that positive change is possible and that we can help them begin a journey towards a better, more fulfilling life. Hopefully this helps motivate the candidate to join and actively participate on the course."***

***Michael, Lead Facilitator***

#### **B. Safe New Futures Training programmes.**

We are delighted that we doubled the number of training programmes compared to the previous year. We have carried out 19 online training programmes compared to 8 last year. Given the circumstances where many charities and most of our referrers significantly curtailed their services, it was a remarkable achievement.

All courses ran for 2 days per week over a five-week period and followed our scientifically evidenced and successful New Futures training Programme which has been re-branded as Southampton New Futures Programme. This blends a group cognitive behavioural approach with pre-employment/vocational learning support.

As such our sessions continue to use a mix of audio-visual film clips, presentations, whole group and small team challenges with activities that work well in break-out rooms and on the online platform. They are also accompanied with a 120-page workbook which is mailed in advance to candidates.

Each candidate uses this during the course and was able to keep this as a reference point post course. The workbook included key activities situated with the cognitive behavioural approach previously referenced including the main principles of personal strategies to overcome obstacles, a list of local organisations for support networks, self-promotion exercises, strengths statements and cognitive techniques to use when stressed.

We have continued to offer one-to-one coaching sessions throughout the programme. To be able to continue to do this, softphones have been installed on laptops so that these coaching conversations could be recorded for safeguarding purposes. These sessions embed the learning from the workshops and provide time and space for individuals to reflect and understand how the work we covered related specifically to them.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

***"Had confidence boost today. I've learned a bit more about myself & other people. The teamwork exercise was really good & helpful. It helped the ability to build confidence in public through talking to people in the group. It's good to see other people have problems too. You don't feel it's only you and your life sucks - it gives some perspective.", "I love your approach. You're not pushy, but slowly help people to open up and understand themselves., especially with the group rules which everyone understands and observes. I think you will help many people."***

**Mary, Age 34**

### **3. Follow Up Support**

Our programmes offer continuing training over a period of six months and each course is followed with three post course training days and individual follow up support. Generally, these days are carried out at one, three- and six-months post workshops.

All sessions give candidates an opportunity to continue to develop their skills and knowledge building from the original workshops as well as being able to reflexively continue to work towards their goals.

***"The course is really inspiring and gives you the confidence to get motivated again. It's thought provoking. Gets you out of a rut. It's also nice to have a laugh with people."***

**Liz, Age 57**

Furthermore, in a small number of cases where candidates have needed to adapt their initial goals, the post course training coupled with the skills developed through the workshops has allowed candidates the facility to be supported in adapting their goals so that they can achieve realistic outcomes in view of their own unique situations.

The emphasis throughout, however, remains on enabling and empowering candidates to be focussed and persistent in achieving their desired outcomes. We also provide IT and employability training where necessary to address any barriers to re-employment. These ongoing post course training days also provide an excellent platform to reinforce the learning objectives of the original workshops and bolster mental health resilience through the continuing cognitive behavioural approach.

***"I wish the course could go on for longer, it helps me with my motivation. I feel more able to get on with things. Goal setting was really useful. Now I am actually doing things rather than just thinking about it. I have opened an Esty account. I Will produce more goods for account and sort out production area and I am going to do a school admin course via Reed."***

**Tracey, Age 53**

## SAFE NEW FUTURES

(Company limited by guarantee and not having share capital)

### REPORT OF THE DIRECTORS AND TRUSTEES (continued)

#### Performance:

#### Psychological outcomes:

The psychological improvements from candidates are detailed below:

We continue to be pleased with the progress that candidates make from attending our courses. The results below demonstrate that there have been significant improvements to the candidate's mental health with the vast majority showing improvements in self-esteem and confidence with decreased levels of anxiety and depression.

Job Search Goals measures candidates individual belief in their innate ability to achieve goals and ultimately their self-motivation to gain employment. They have continued to improve despite the continuing pandemic and economic struggles that the country is facing. These results sit within our expected outcomes.

#### Psychological improvements for candidates all ages taken on the first and last day of all five-week courses April 2020 – March 2021\*

##### Summary for candidates who finished the course

All courses	Fist day ave.	Last day ave.	Change ave.	% Improvement	% People improved
More Self Esteem	11.45	14.27	5.25	45.8%	81%
More Confidence	12.61	13.69	3.50	27.8%	71%
Job search goals	12.87	15.10	4.75	36.9%	77%
Less depressed	15.41	9.79	-2.56	16.6%	70%
Less anxious	12.94	8.00	-3.30	25.5%	78%

\*The questionnaires for these evaluations were designed by the University of Southampton following a three-year research project which successfully validated the Choices (New Futures) Training Programme.

We are very pleased to report that these improvements are not only sustained post-course but continue to rise one and three months post course, as can be seen in the table below. The reason is probably because because we address core beliefs and provide healthy belief tools is ensuring that improvements in Depression, Anxiety and Stress continue to increase post-course.

#### DASS questionnaire taken at the pre course meeting, and one month and three months after the five-week course had finished, All ages, April 20 – March 21

DASS	Pre-course meeting average.	Average improvement one-month post- course	Percentage improvement	Average improvement three months post-course	Percentage improvements
Depression	17.2	8.9	52%	8.5	50%
Anxiety	14.7	5.5	38%	6.7	49%
Stress	18.6	5.7	31%	7.7	42%

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Hard Outcomes:**

In a world too where unemployment has hit record highs we are pleased that we have still seen 46% of candidates access employment. As the world opens up again and the economy starts to recover, we would expect to see this figure rise as we continue to have input with candidates ongoing.

***"The course helped me to be more confident, believe in myself more and not to give up"***  
***Karina, Age 20***

***"The course has been really good for me. I am really nervous and usually I don't talk, but on this course, I've been able to chat loads; I didn't know what to expect when I joined – I have a lot to worry about life, but this has helped. It has given me a different perspective/solutions no need to worry – there's other ways of thinking about things. I also feel motivated again to work"***  
***Martha, Age 21***  
***Obtained a job with the registry office after the course***

#### **Lily (age 21), attended the programme starting in August 2020**

Lily has had a difficult family life and often has conflicts with her stepdad. She has enjoyed work in the past but has lost confidence since. With COVID-19 situation on top of everything else she felt she would struggle to get a job. From the course she feels more confident about getting a job. She also feels more able to control her anxieties and stress levels. Last time we spoke to her she had got a job working from home providing customer help for Tesco.

#### **Rachel (age 33), attended the programme starting in January 2021**

In her early 30s, Rachel is a single mum who has been on Universal Credit for just over 4 years. She was bullied at school and is not confident in her learning, particularly in maths. She feels this has held her back and affected how she has raised her daughter. She thought she would be shy but felt more confident and the course has helped her move out of her comfort zone and try new things.

Her personal wall included feeling lost-not sure where to go or what to do. She found the Venn diagram helpful thinking about her passions and how she could use it in the interview. The course made her think about new ways of looking for work. Subsequently she has been onto websites to find a suitable maths course which she would not have done before. She also went for a job interview in week following course.

#### **Community Impact**

The result of the New Futures course is that many people engage in their community by being good neighbours now that they are not depressed, joining a local group or by contributing through voluntary work. In addition, equipping local facilitators means that a resource is left in the local community when the funded project ends, building on-going sustainability.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Economic impact**

The return on the initial investment of welfare benefit savings is very high because the New Futures participants started so far from the job market, they were unlikely to gain a job in the next 5 years. Most other employment initiatives focus on those near the job market who would get a job in the next year, so their real savings are much smaller.

#### **Social impact**

There are wider social impacts because of the Safe New Futures Programme intervention. There are savings on mental health due to reduced GP time and reduction in prescriptions for antidepressants. There are gains to poor physical health which is closely correlated with unemployment and depression and reduced social care costs. There are gains in less vandalism and anti-social behaviour and savings in criminal justice for police, prison and court costs.

#### **Future delivery and funding**

Next year we will continue the delivery of adult, youth and teen programmes. We continue to have a strong evidence base for its efficacy. The New Futures programmes are meeting a gap that no other provision currently addresses.

We will continue our approach of ensuring:

- Diversity of funding via new Grant Making Trusts
- Sustainable funding which will cover multiple years such as the Henry Smith and National Lottery funding
- Outreach funding to fund courses in the community for example via HIWCF Solent Supporting Employment (ESF) funding.
- Traded income, such as the delivery of our Workplace programme delivered by Choices Training and Development Ltd, who in turn transferred the monies to Safe New Futures.

#### **Financial overview**

- Income for 2021 was £237,065 an increase of £84,152 on 2020 income of £152,913 (2020: an increase of £38,032 on 2019, which was £114,881).
- Total expenditure for the year increased by £72,481 to £218,782 due to an increase in the number of courses delivered (2020: increase of £28,047 to £146,301 compared to 2019 levels).
- The net surplus for the year was £18,283 (2020: £6,612 & 2019: deficit £3,373).
- Net assets were £70,929 (2020: £52,646 & 2019: £46,034).

#### **Principal funding sources**

The principal funding sources are detailed in notes 2 and 10 to the accounts.

Grant income is from a variety of sources, the charity is not overly reliant on any one source.

The subsidiary charity Choices Training & Development Ltd (CT&D) transferred funds of £8,989 representing 4% of income (2020: £19,800 representing 14% of income).

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having share capital)

### **REPORT OF THE DIRECTORS AND TRUSTEES (continued)**

#### **Reserves policy**

The trustee board continue to ensure that enough reserves are held to ensure that all delivery commitments can be honoured. The deposit account ensures that restricted reserves are kept separate from the main charity funds.

At the balance sheet date, the total reserves of the charity were £70,929 (2020: £52,646 & 2019: £46,034), of which £39,078 (2020: £16,531 & 2019: £25,963) represented unrestricted funds. Restricted funds were £31,851 (2020: £36,115 & 2019: £20,071).

#### **Responsibilities of the trustees**

The directors are responsible for preparing the Report of the Directors and Trustees and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice (UK GAAP).

Company law requires the directors to prepare the directors' report and accounts for each financial year that give a true and fair view of the state of affairs of the company and of the income and expenditure of the company for that period. In preparing those accounts the directors are required to:

- Select suitable accounting policies and then apply them consistently.
- Make judgements and estimates that are reasonable and prudent.
- Prepare the accounts on the going concern basis unless it is inappropriate to presume the company will continue in business.

The directors are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention of fraud and other irregularities.

So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make himself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Members of the board of trustees, who are directors for the purpose of company law and trustees for the purpose of charity law, who serve during the year are set out on page 1.

Approved by the directors on 8<sup>th</sup> September 2021

and signed on their behalf by:

**A Scammell, Director** .....



## **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES ON THE UNAUDITED ACCOUNTS OF SAFE NEW FUTURES**

I report to the charitable company's trustees on my examination of the accounts of the charitable company for the year ended 31 March 2021, which are set out on pages 15 to 26.

### **Responsibilities and basis of report**

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

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

### **Independent examiner's report**

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

- accounting records were not kept in respect of the charitable company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those accounting records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities (applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)).

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



C J Goodhead FCA  
Knight Goodhead Limited  
Chartered Accountants

14 September 2021

7 Bournemouth Road  
Chandler's Ford, Eastleigh  
Hampshire SO53 3DA

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

(Including Income and Expenditure Account)

	Notes	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<i>INCOME</i>					
Donations and legacies	3	6,803	-	6,803	11,227
Charitable activities	2	23,989	206,273	230,262	141,686
<b>TOTAL INCOME</b>		<b>30,792</b>	<b>206,273</b>	<b>237,065</b>	<b>152,913</b>
<i>EXPENDITURE</i>					
Charitable activities	5	8,245	210,537	218,782	146,301
<b>TOTAL EXPENDITURE</b>		<b>8,245</b>	<b>210,537</b>	<b>218,782</b>	<b>146,301</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>		<b>22,547</b>	<b>(4,264)</b>	<b>18,283</b>	<b>6,612</b>
FUNDS AT 1 APRIL 2020		16,531	36,115	52,646	46,034
<b>FUNDS AT 31 MARCH 2021</b>		<b>39,078</b>	<b>31,851</b>	<b>70,929</b>	<b>52,646</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

(Including Income and Expenditure Account)

	Unrestricted funds £	Restricted funds £	Total 2020 £
<i>INCOME</i>			
Donations and legacies	11,227	-	11,227
Charitable activities	25,400	116,286	141,686
<b>TOTAL INCOME</b>	<b>36,627</b>	<b>116,286</b>	<b>152,913</b>
<i>EXPENDITURE</i>			
Charitable activities	46,059	100,242	146,301
<b>TOTAL EXPENDITURE</b>	<b>46,059</b>	<b>100,242</b>	<b>146,301</b>
<b>NET INCOME / (EXPENDITURE) FOR THE YEAR</b>	<b>(9,432)</b>	<b>16,044</b>	<b>6,612</b>
FUNDS AT 1 APRIL 2019	25,963	20,071	46,034
<b>FUNDS AT 31 MARCH 2020</b>	<b>16,531</b>	<b>36,115</b>	<b>52,646</b>

All of the above results are derived from continuing operations. There were no other recognised gains or losses other than those stated above.

**SAFE NEW FUTURES**

Company number: 4189876

(Company limited by guarantee and not having a share capital)

**BALANCE SHEET AT 31 MARCH 2021**

	Notes	2021	2020
		£	£
<b>FIXED ASSETS</b>			
Investments	6	1	1
Tangible assets	7	2,213	1,334
		<u>2,214</u>	<u>1,335</u>
<b>CURRENT ASSETS</b>			
Debtors	8	2,459	3,089
Cash at bank and in hand		111,323	92,875
		<u>113,782</u>	<u>95,964</u>
<b>CREDITORS: amounts falling due within one year:</b>	9	<u>(45,067)</u>	<u>(44,653)</u>
<b>NET CURRENT ASSETS</b>		68,715	51,311
<b>NET ASSETS</b>		<u><u>70,929</u></u>	<u><u>52,646</u></u>
<b>FUNDS</b>			
Unrestricted funds	10	39,078	16,531
Restricted funds	10	31,851	36,115
<b>TOTAL FUNDS</b>		<u><u>70,929</u></u>	<u><u>52,646</u></u>

For the financial year ended 31 March 2021, the charitable company was entitled to exemption from audit under section 477 Companies Act 2006; and no notice has been deposited under section 476. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records, which comply with section 386, and preparing accounts, which give a true and fair view of the state of affairs of the charitable company as at the end of the year and of its net income or expenditure for the financial year, in accordance with the requirements of section 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

The accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime in Part 15 of the Companies Act 2006.

Approved by the directors and signed on their behalf by:

A Scammell  
Director



Dated: 15/3/2021

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021**

#### **1 ACCOUNTING POLICIES**

##### **(a) Accounting convention**

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

The charitable company meets the definition of the public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The accounts have been prepared on the going concern basis. There are no material uncertainties about the charitable company's ability to continue.

##### **(b) Income**

All income is included in the Statement of Financial Activities when the charitable company is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacies are received by way of grants, donations and gifts and are included in full in the Statement of Financial Activities when receivable. Grants, when entitlement is not conditional on the delivery of a specific performance by the charitable company, are recognised when the charitable company becomes unconditionally entitled to the grant.
- Income from charitable activities, including grants, when relating to performance and specific deliverables, and service contracts, are accounted for as the charitable company earns the right to consideration by its performance.
- Investment income is included when receivable.

##### **(c) Expenditure**

Expenditure is recognised in the period in which it is incurred. It includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates:

- Charitable expenditure comprises those costs incurred by the charitable company in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
- All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned between activities in line with their respective paid hours.

## **SAFE NEW FUTURES**

(Company limited by guarantee and not having a share capital)

### **NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)**

#### **1 ACCOUNTING POLICIES (continued)**

##### **(d) Investments**

Fixed asset investments relate to shares held in the charitable company's subsidiary company, and are stated at cost.

##### **(e) Tangible fixed assets**

Fixed assets are capitalised for ongoing use within the company, where the individual cost of the asset exceeds £500.

Depreciation is provided so as to write off the cost of the fixed assets, less their residual value, in equal annual instalments over the estimated useful lives of the assets, at the following rates:

Computer and other equipment	33.3% straight line
Website	25% straight line

##### **(f) Funds**

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund together with a fair allocation of management costs and overheads.

Unrestricted funds are donations and other incoming resources receivable or generated and are available for use at the discretion of the trustees in furtherance of the general objectives of the charitable company.

##### **(g) Group accounts**

The charitable company is a parent company subject to the small companies regime. The charitable company and its subsidiary comprise a small group and is therefore not required to, and has not chosen to, prepare group accounts.

##### **(h) Financial instruments**

The charitable company only enters into basic financial instrument transactions that result in the recognition of financial assets and liabilities like trade and other debtors, cash at bank and creditors. These basic financial instruments are measured and transaction price. Financial assets and liabilities classified as due within one year are not amortised.

##### **(i) Pensions**

Pensions are provided for staff by means of a defined contribution pension scheme to which the charitable company makes a contribution. Contributions in respect of these schemes are charged to the Statement of Financial Activities for the year in which they are payable to the scheme. Differences between contributions payable and contributions actually paid in the year are shown as either accruals or prepayments at the year end.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

2	INCOME FROM CHARITABLE ACTIVITIES	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
	Funding contracts and grants:				
	Henry Smith	-	36,400	36,400	18,200
	HIWCF Henry Ford	-	-	-	6,000
	Garfield Weston Foundation	15,000	-	15,000	5,000
	National Community Lottery	-	30,605	30,605	26,255
	National Community Lottery - COVID adaptations	-	11,880	11,880	-
	St James Place Foundation	-	-	-	9,366
	Quilter Foundation	-	58,075	58,075	24,825
	Edward Gostling	-	-	-	21,640
	National Lottery Awards for All Community Fund	-	-	-	10,000
	National Lottery CEO	-	41,347	41,347	-
	HIWCF Covid	-	10,000	10,000	-
	HIWCF - Solent Supporting Employment	-	17,966	17,966	-
	Other course delivery:				
	CT & D Courses	8,989	-	8,989	19,800
	Choices manual sales	-	-	-	600
	<b>TOTAL CHARITABLE ACTIVITIES</b>	<b>23,989</b>	<b>206,273</b>	<b>230,262</b>	<b>141,686</b>

### 3 GRANT INCOME

Included within donations and legacies there were no grants of £2,000 or more received in the year.

4	STAFF COSTS	2021 £	2020 £
	Wages and salaries	109,854	72,231
	Social security costs	5,206	4,235
	Employers pension costs	4,531	2,898
		<u>119,591</u>	<u>79,364</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 4 STAFF COSTS (continued)

The average number of staff employed during the year was 5 (2020: 3). No employee received emoluments of more than £60,000.

No remuneration was paid to trustees/directors during this or the previous year. During the year the charitable company paid remuneration, including pension contributions, totalling £59,189 (2020: £58,304) to key management personnel.

No trustees were reimbursed for expenses during this or the previous year.

5 EXPENDITURE	Unrestricted funds £	Restricted funds £	Total 2021 £	Total 2020 £
<b>Costs directly allocated to activities</b>				
Direct staff costs (see note 4)	-	95,673	95,673	53,160
Travel and subsistence	-	455	455	4,596
Subcontractors	-	46,781	46,781	11,782
Licences and subscriptions	-	1,998	1,998	856
Choices manual costs	-	3,801	3,801	3,523
	-	148,708	148,708	73,917
<b>Support costs allocated to activities</b>				
Indirect staff costs (see note 4)	2,813	21,105	23,918	26,204
Subcontractors	-	-	-	12,495
Room hire	1,005	7,535	8,540	8,516
Catering	150	1,125	1,275	3,136
Training costs	336	2,520	2,856	1,205
Depreciation	189	1,417	1,606	1,286
Telephone	260	1,948	2,208	1,097
Postage, printing and stationery	352	2,637	2,989	597
Computer running costs	968	7,263	8,231	2,823
Legal and professional fees	85	635	720	-
Bookkeeping	904	6,777	7,681	7,466
Accountancy	434	3,256	3,690	3,010
Insurance	155	1,164	1,319	1,094
Bank charges	18	132	150	111
Sundry costs	210	1,571	1,781	1,840
Licences and subscriptions	42	318	360	-
Promotion, marketing and publicity	324	2,426	2,750	1,504
<b>TOTAL EXPENDITURE</b>	<b>8,245</b>	<b>210,537</b>	<b>218,782</b>	<b>146,301</b>

Support costs are apportioned in line with the income received from that source during the year, in so far as restricted funds are available.

Included within accountancy above are amounts due to the independent examiners in respect of the independent examination work of £2,340 (2020: £2,160).

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

6	INVESTMENTS	<b>Unlisted investments £</b>
	Investment in subsidiary at beginning and end of year	<u><u>1</u></u>

On 16 November 2015 a subsidiary company, Choices Training & Development Limited was established. Safe New Futures holds a £1 ordinary share in the subsidiary, representing 100% of the ordinary share capital.

7	TANGIBLE FIXED ASSETS	<b>Computer &amp; other equipment</b>	<b>Website</b>	<b>Total</b>
		<b>£</b>	<b>£</b>	<b>£</b>
	<b>COST</b>			
	At beginning of year	20,320	2,400	22,720
	Additions	2,485	-	2,485
	At end of year	<u>22,805</u>	<u>2,400</u>	<u>25,205</u>
	<b>DEPRECIATION</b>			
	At beginning of year	18,986	2,400	21,386
	Charge for the year	1,606	-	1,606
	At end of year	<u>20,592</u>	<u>2,400</u>	<u>22,992</u>
	<b>NET BOOK VALUE</b>			
	At end of year	<u>2,213</u>	-	<u>2,213</u>
	At beginning of year	<u>1,334</u>	-	<u>1,334</u>

8	DEBTORS	<b>2021</b>	<b>2020</b>
		<b>£</b>	<b>£</b>
	Other debtors	1,006	317
	Prepayments and accrued income	737	560
	Amounts due from subsidiary undertaking	716	2,212
		<u>2,459</u>	<u>3,089</u>

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

9	CREDITORS: amounts falling due within one year				
				<b>2021</b>	<b>2020</b>
				£	£
	Amounts owed to subsidiary undertaking			-	-
	Other tax and social security			2,308	3,578
	Accruals and deferred income			42,759	41,075
				<u>45,067</u>	<u>44,653</u>
10 a	MOVEMENT IN FUNDS				
		<b>Balance at</b>			<b>Balance at</b>
		<b>1 April</b>			<b>31 March</b>
		<b>2020</b>	<b>Income</b>	<b>Expenditure</b>	<b>2021</b>
		£	£	£	£
	<b>Restricted funds</b>				
	Henry Smith	1,517	36,400	(34,883)	3,034
	National Community Lottery	-	30,605	(30,605)	-
	National Community Lottery - COVID adaptations	-	11,880	(11,880)	-
	St James Place Foundation	4,683	-	(4,683)	-
	Quilter Foundation	16,550	58,075	(59,283)	15,342
	Edward Gostling	13,365	-	(13,365)	-
	National Lottery CEO	-	41,347	(41,347)	-
	HIWCF Covid	-	10,000	(10,000)	-
	HIWCF - Solent Supporting Employment	-	17,966	(4,491)	13,475
					-
	Total restricted funds	36,115	206,273	(210,537)	31,851
	Unrestricted funds	16,531	30,792	(8,245)	39,078
	Total funds	52,646	237,065	(218,782)	70,929

#### 10 b SOURCE OF FUNDS

##### Henry Smith

This grant provides a contribution to the costs of three years' salary and on costs of a Wellbeing Choices Facilitator at a project providing employment and training advice and support for people in Hampshire.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 10 b SOURCE OF FUNDS (continued)

##### National Community Lottery

Funds an aged 18+ programme for the Southampton area matchfunded by Henry Smith Foundation.

##### St James Place Foundation

To fund teens courses.

##### Quilter Foundation

Funding for youth courses aged 16-25 in the Solent Region.

##### Edward Gostling

To fund teens courses.

##### National Community Lottery - COVID adaptations

Emergency covid costs cover for six months

##### National Lottery CEO

Supporting Vulnerable unemployed people with mental health difficulties

##### HIWCF Covid

Emergency covid costs for three months.

##### HIWCF - Solent Supporting Employment

Funding for Solent Supporting Employment covering Eastleigh, Havant, Gosport, Isle of Wight and New Forest.

#### 10 c COMPARATIVE MOVEMENT IN FUNDS

	Balance at 1 April 2019 £	Income £	Expenditure £	Balance at 31 March 2020 £
<b>Restricted funds</b>				
Henry Smith	9,203	18,200	(25,886)	1,517
HIWCF Ford Community	-	6,000	(6,000)	-
The Trusthouse Charitable Foundation	6,412	-	(6,412)	-
National Community Lottery	-	36,255	(36,255)	-
Radian Housing	4,456	-	(4,456)	-
St James Place Foundation	-	9,366	(4,683)	4,683
Quilter Foundation	-	24,825	(8,275)	16,550
Edward Gostling	-	21,640	(8,275)	13,365
Total restricted funds	20,071	116,286	(100,242)	36,115
Unrestricted funds	25,963	36,627	(46,059)	16,531
Total funds	46,034	152,913	(146,301)	52,646

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS	Unrestricted funds	Restricted funds	Total 2021
	£	£	£
<i>As at 31 March 2021</i>			
Tangible fixed assets	2,214	-	2,214
Current assets	81,931	31,851	113,782
Current liabilities	(45,067)	-	(45,067)
<b>NET ASSETS</b>	<b>39,078</b>	<b>31,851</b>	<b>70,929</b>
	Unrestricted funds	Restricted funds	Total 2020
	£	£	£
<i>As at 31 March 2020</i>			
Tangible fixed assets	1,335	-	1,335
Current assets	59,849	36,115	95,964
Current liabilities	(44,653)	-	(44,653)
<b>NET ASSETS</b>	<b>16,531</b>	<b>36,115</b>	<b>52,646</b>

## 12 LEGAL STATUS

The charitable company is a company limited by guarantee and has no share capital. The charitable company was incorporated on 29 March 2001 in England and Wales and was registered on 10 September 2001 with the charitable company Commission in England and Wales.

The registered office of the charitable company is Voluntary Action Centre, St. Mary Street, Southampton, SO14 1NW.

## 13 TAXATION

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

## 14 DONATED SERVICES AND ASSETS

There were no donated services or assets received during the year.

## SAFE NEW FUTURES

(Company limited by guarantee and not having a share capital)

### NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2021 (continued)

#### 15 SUBSIDIARY UNDERTAKING

The charity owns 100% of the issued ordinary share capital of Choices Training and Development Limited, a company incorporated in England and Wales. The company donates profits to the parent charity.

Choices Training and Development Limited prepares its accounts each year to 31 March for filing with the Registrar of Companies. Its company registration number is 09873448. The results for the year ended 31 March 2021 are summarised as follows:

	2021	2020
	£	£
Turnover	-	53,650
Administration expenses	(10,274)	(44,661)
Taxation	-	-
Net profit	<u>(10,274)</u>	<u>8,989</u>

Included within administration expenses are donations totalling £8,989 (2020: £nil) made from Choices Training and Development Limited to Safe New Futures. This is shown as income within note 2.

At the balance sheet date Safe New Futures was owed £716 (2020: £2,212) from Choices Training and Development Limited, which is shown within debtors in note 8.