

**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
16	417	206
Adults New Futures (NLCF/ Henry Smith)		
8	253	128
Youth New Futures (Quilter Foundation, MoneyBarn, HS, NHS)		
8	164	78

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 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
Adults New Futures					
344	253	231	197	174	128
Youth New Futures					
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 29th 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 1st May which is much more suitable for corporate events and both internal and external meetings generally.

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.

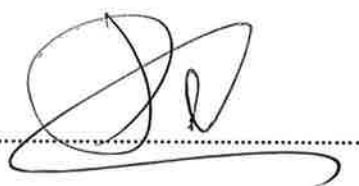
So far as the directors are aware, there is no relevant audit information (information needed by the company's auditors in connection with preparing their report) of which the company's auditors are unaware. Each director had taken all the steps that he ought to have taken as a director in order to make 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 13th 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
TOTAL INCOME		46,177	340,813	386,990	323,973
<i>EXPENDITURE</i>					
Charitable activities	5	38,312	246,212	284,524	315,627
TOTAL EXPENDITURE		38,312	246,212	284,524	315,627
NET INCOME FOR THE YEAR		7,865	94,601	102,466	8,346
TRANSFERS		(5,540)	5,540	-	-
NET INCOME FOR THE YEAR AFTER TRANSFERS		2,325	100,141	102,466	8,346
FUNDS AT 1 APRIL 2023		67,721	8,942	76,663	68,317
FUNDS AT 31 MARCH 2024		70,046	109,083	179,129	76,663

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
TOTAL INCOME	42,772	281,380	323,973
<i>EXPENDITURE</i>			
Charitable activities	11,523	304,104	315,627
TOTAL EXPENDITURE	11,523	304,104	315,627
NET INCOME / (EXPENDITURE) FOR THE YEAR	31,249	(22,724)	8,346
TRANSFERS	9,316	(9,316)	-
NET INCOME / (EXPENDITURE) FOR THE YEAR AFTER TRANSFERS	40,565	(32,040)	8,346
FUNDS AT 1 APRIL 2022	27,335	40,982	68,317
FUNDS AT 31 MARCH 2023	67,900	8,942	76,663

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
		£	£
FIXED ASSETS			
Investments	6	1	1
Tangible assets	7	3,269	7,229
		<u>3,270</u>	<u>7,230</u>
CURRENT ASSETS			
Debtors	8	119,113	6,610
Cash at bank and in hand		128,227	153,982
		<u>247,340</u>	<u>160,592</u>
CREDITORS: amounts falling due within one year:	9	<u>(71,481)</u>	<u>(91,159)</u>
NET CURRENT ASSETS		175,859	69,433
NET ASSETS		<u>179,129</u>	<u>76,663</u>
FUNDS			
Unrestricted funds	10	70,046	67,721
Restricted funds	10	109,083	8,942
TOTAL FUNDS		<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 at 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
	TOTAL CHARITABLE ACTIVITIES	39,614	340,813	380,427	308,480

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 £
Costs directly allocated to activities				
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
	6,284	188,568	194,852	235,404
Support costs allocated to activities				
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
TOTAL EXPENDITURE	38,312	246,212	284,524	315,627

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

Unlisted
investments
£

Investment in subsidiary at beginning and end of year

1

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

	Computer & other equipment	Website	Total
	£	£	£
COST			
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>
DEPRECIATION			
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>
NET BOOK VALUE			
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

2024
£

2023
£

Other debtors	542	-
Prepayments and accrued income	730	656
Amounts due from subsidiary undertaking	<u>117,841</u>	<u>5,954</u>
	<u>119,113</u>	<u>6,610</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 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
	Restricted funds					
	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>-</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				31 March
	2022	Income	Expenditure	Transfers	2023
	£	£	£		£
Restricted funds					
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)	-	-
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	68,317	323,973	(315,627)	-	76,663

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)
NET ASSETS	70,046	109,083	179,129
	Unrestricted	Restricted	Total
	funds	funds	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)
NET ASSETS	67,721	8,942	76,663

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	(1,359)	(2,999)

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.