

Superkidz Community Trust

Registered charity number 1125720

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Annual Report and Financial Statements for
the year ended 31 December 2020

Trustees Annual Report- Contents.

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TRUSTEES REPORT YEAR ENDED 31 DECEMBER 2020

The Trustees, who are also directors for the purposes of company law, have pleasure in presenting their report and the unaudited Financial Statements (independently examined by Swaleside Accountancy Ltd, Chartered Accountants) of the charity for the year ended 31 December 2020.

Mission

We support and empower deprived communities through persevering loving care. Superkidz helps to maximise the potential and well-being of children, young people and families in the most deprived areas of the London Borough of Greenwich, restoring their innate human **resilience** and resourcefulness which enables them to become agents of change and to break the cycle of intergenerational poverty in their own communities.

Objectives

When planning our activities for the year, the trustees consider the most deprived estates in the locality and the range of children, young people and families from backgrounds of multiple disadvantage and seek to empower them and involve them in providing a broad range of individual and community social education activities and programmes aimed at maximising potential and positive outcomes, encouraging good parenting, preventing children and young people from engaging in crime, drug use and negative lifestyles, and intervening with those who are already entangled in the latter.

Aim

Superkidz' primary aim is to work in and with deprived communities to disrupt cycles of low educational attainment, family dysfunction, violence, criminality, psychological damage, and poverty. We do this by a combination of crisis prevention and intervention in the lives of children and young people and by working with carers. Our methods are informed by psychological and sociological expertise. We support members of those communities to see their gifts and use them to bring about transformation in their own neighbourhoods and beyond. The exchange of expertise is mutual: we train and empower local carers and young adults in various skills, employ them as workers and receive training from them in the best ways of running activities and growing their communities' strengths, and in how to help the most vulnerable children, young people and carers. These include those previously recruited into crime, drug dealing and county lines, former drug addicts and victims of domestic abuse and violence. For example, one of our youth mentors is a local ex-young offender with whom we worked for 12 years, including visiting consistently in prison. He is a qualified fitness instructor and provides training and mentoring to young people involved with drug gangs or at risk of engaging in criminal activity from their own perspective, and has enabled other young offenders to turn a corner and become youth support workers.

Profile

Our organisation is about addressing the effects of Adverse Childhood Experiences (ACEs) and other negative factors to increase resilience and attack the often intergenerational cycles of poverty, homelessness, drug abuse and criminality by breaking intergenerational cycles of

psychological damage, low self-worth and lack of success in education. We recognise that poverty-related stress causes often undiagnosed mental illness in parents and carers. Some may take refuge in drug abuse or have other difficulties. In some families there may be violence, including domestic violence, plus abuse/neglect of children. These factors result in damaging and hostile conditions for children growing up. All our staff are trained in the psychological principles that are the basis of Superkidz' approach to ACEs.

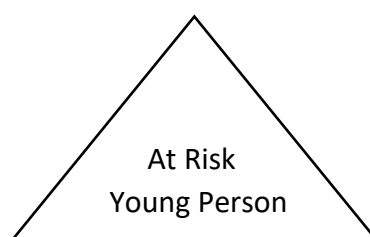
We work with young offenders and those at risk of being drawn into violent crime, drug dealing and other types of criminal activity. We place high importance on work with girls to reduce vulnerability to sexual exploitation, domestic abuse and violence and unplanned early/under-age pregnancy that so often leads to a cycle of poverty. We prevent problems by starting with carers and toddlers in our carers' and toddlers' groups, following up with children's & carers support groups, with an emphasis on raising self-esteem and teaching positive attitudes and especially perseverance against adversity and obstacles to success, and continuing with youth support groups and youth mentoring.

Our crisis work handles emergencies such as threats of eviction, homelessness and problems associated with debt and drug abuse. We also support training for employment and job-seeking.

Replicable Youth Work Model

We have used our professional and academic training in psychology and sociology combined with practical personal experience to develop a manual and replicable model. This guides children's, youth and family work across several estates. The team has also provided training in this model for other organisations. Crucially, the model enables those whom we help to contribute to their own communities and act as strong, positive role models within them. Our theory of change is based on the following triangle, and is set out in our Transform Group and Individual Mentoring (TGIM) manual.

Negative Internal Working Model



Negative Personal Constructs

Negative Group/Gang Norms

The **Internal Working Model** is a framework of generalised beliefs and emotional responses shaped by experiences in early years. Children who have been the victims of physical or mental neglect or abuse at the hands of their carers often see all adults as uncaring or hostile, and react accordingly with aggression or withdrawal. Persevering care over a significant period, usually in the face of abuse, changes this.

Personal Construct Psychology focuses on hidden unconscious assumptions on which conclusions are based, which in turn guide decisions – such as, “I failed at school, therefore I am stupid – therefore drug dealing and crime are my only option”. The role of youth workers is to identify the underlying assumptions and conclusions, and help young people look at them critically and replace them where they are negative and destructive.

Social norms are among the most powerful forces influencing behaviour. Laws are often powerless by comparison. For example, there was group approval among many MPs to misuse expense claims, flouting the law and their own rules. They were not “criminal types”, but ordinary people. Communities and particularly the micro-communities of gangs, have their own norms on which group approval or rejection is based. The role of youth workers is to help young people to think for themselves, with reference to other values.

The Need

Poverty & Deprivation

Superkidz works with communities and groups in the poorest 3-5% nationally, characterised by the most complex problems and barriers to well-being, and by the most depleted economic and social resilience. The Covid-19 pandemic has affected the most deprived areas worst, 35% more than in other areas. Our communities historically were dependent on extensive local manufacturing plants which disappeared with the loss of a way of life that included access to work and training whatever education or skill levels had been achieved. Dependency is now on zero-hour contracts which suddenly end and pay often weeks in arrears, and on welfare with Universal Credit’s newly introduced delays and limits and caps which increase hopelessness.

Education

According to the most recent statistics available, Greenwich is the 8th most deprived borough in London. It stands out as having the highest percentage in London of 19 year-olds with no qualifications and is the only London borough having over half of 19 year olds lacking level three qualifications (London’s Poverty Profile - Trust for London). Over half of all children in the borough come from low income families. Persistent absence from school doubles after the first year of secondary school and 3.4% of children in schools in Greenwich have special needs as compared to just 1.9% nationally. Greenwich has the worst GCSE record in London (Source: Trust for London.)

These are area statistics: we are targeting our services within the extremely deprived communities from these areas where the problems tend to be significantly worse. According to Church Urban Fund statistics, in our main geographical area of work, the Middle Park estate, the percentage of people with no qualifications is 34% (the worst in all of South London is 38%). This estate is in the worst 3% nationally for child poverty, with 37% of children in poverty. Working age poverty is at 20%, and 52% of people live in social housing. Similarly, we are working within communities on the Brooke Estate, where Stephen Lawrence was murdered, and on the Page estate, including with former Ferrier Estate tenant families. The Ferrier estate, where Superkidz began, was a “notorious hellhole estate” (Evening Standard) demolished in a regeneration project. Unsurprisingly, educational achievement is especially low in the geographical areas that we serve.

Because we visit homes and provide practical help to families, we gain an insight into the conditions in which children and young people live, which include:

- Overcrowded homes (for example, a three-bedroom house containing a family of 10 children) where there is little space for homework to be done in peace, where there is constant noise and where beds are often shared
- Bare floorboards or carpets worn down to the backing, poor quality furniture
- Few books
- Lack of computer equipment

Opportunities for experiences outside their deprived communities are scarce. These environments restrict aspirations and hopes, and discouragements are many. The nature of our youth work is that we work closely with those most likely to be sexually exploited, or to commit crimes and antisocial behaviour. Drug abuse is a common way of dealing with stress, anxiety and depression and is part of the culture of the people with whom we work. Parenting by addicts is a cause of much psychological and developmental damage.

Girls

In addressing intergenerational cycles of poverty, low educational attainment, drug abuse, violence and crime, it is even more important to help girls who have suffered adverse childhood experiences than it is to help boys.

The most recent statistics available rank Greenwich 7th in all London for under-age pregnancies. Only one other London borough is experiencing a faster increase than Greenwich in under-age conceptions. (source: latest ONS statistics, quoted in "London's Poverty Report", New Policy Institute). Lone parent households (mainly mothers) are 36%.

In our experience, girls in these areas are much more likely than boys to have suffered violence or child sexual abuse. Our experience is that such girls are at very high risk of sexual exploitation, and that there are cultural expectations in certain groups that they will comply with the sexual wishes of their male peers or face hostility. We have seen this turn into physical attacks on girls. We have learned from our young teenage female mentees that they feel validated when they become pregnant, and there is some cultural respect among the boys for their "baby mums", although this generally does not result in long-term commitment, support or financial help. The children growing up in these circumstances are more at risk of suffering from greater poverty and neglect, or even abuse. Some will be part of the next generation of troubled, vulnerable children and possibly become criminal young people and/or illegal drug users.

We work with those teenage girls who are the most at risk of being sexually exploited and even raped, including through becoming linked to groups and gangs. All these problems and others lead to a general low self-esteem, lack of confidence and aspirations. Poverty in the context of marketing in clothes, shoes and mobile phones targeted at young people means that they feel that they "look like tramps", lowering self-esteem further, or causing a misuse of the little money available. Drug dealer boyfriends with high incomes can be all the more of a lure.

Often their disturbed psychological states, family difficulties, lack of books and computer equipment and parental lack of education hinder learning, and many fall behind classmates, or drop out of school.

A joint report by the Centre for Social Justice and XLP youth charity (with whom we have a partnership) said that there were specific "windows of opportunity" to access girls with interventions like effective mentoring. We provide this kind of mentoring with relational work and help with understanding themselves and with seeing their abilities and where they could lead.

Boys

Many boys grow up in impoverished struggling families, and some suffer abuse and/or neglect. The boys we work with are mainly in these categories, and our young people have nearly all suffered some psychological damage, some of it severe, and have behaviour problems that have resulted in exclusion from mainstream education. Antisocial, criminal and drug gangs are part of the environment and are a magnet for boys with low self-esteem and those who crave a sense of belonging that was lacking in their families. Some boys have older siblings who are

already part of these gangs, or who have been victims of violence from outside gangs, so that they see belonging to a local gang or group as providing security. Similarly to girls, commercial advertising targeting young people means that status is bound up with expensive clothing, trainers, bicycles and mobile phones. This adds to the attractiveness of money to be made delivering drugs for local dealers.

Drug dealing and its associated violence in these groups and gangs is common, and we have worked with boys as young as 11 who are acting as runners, distributing drugs for dealers. A young man who has come up through our support groups has told us that older criminals also force children and young people to move guns around estates in a similar way. Young men we work with live in fear of gangs from other areas and there is a constant threat of tit-for-tat attacks where young people carry knives. A youth whom we mentor was stabbed through the calf while fleeing from two attackers who forced their way into his own home. This youth lives in fear of going out alone in his own neighbourhood. An occasional member of one of our youth mentoring groups murdered another youth in 2020 in a drug territory related attack, and we supported the victim's family.

Activities

Covid Conditions

We adapted to Covid conditions in accordance with National Youth Association guidelines. We carried out online sessions and delivery of activity packs and of food hampers when in full lockdown, resuming face-to-face activities by invitation, with an additional youth session so as to reach more young people when there was a limit on numbers. Over the Summer of 2020 we delivered approximately 120 hampers per week to 46 struggling families (amounting to 149 individuals). During lockdowns children's clubs moved online and we delivered craft and snack packs to 53 needy children each week to support online provision.

Carers' and Toddlers' Support groups

We normally have Stay n Play groups on two deprived estates. We do preventative and enrichment work with pre-school children and with carers aimed at increasing confidence and self-esteem in children and carers, and helping carers who have difficulties of various sorts. These sadly were closed in 2020 because of the pandemic and difficulty in maintaining social distance and hygiene.

Our activities included:

- 1) Children's Support group (4-11) with parents' café Page estate
- 2) Children's Support group (4-11) with parents' café Middle Park estate
- 3) 1 Year 9 and above Girl Power Group (Middle Park)
- 4) 1 Year 6,7,8 youth support group
- 5) 2 Secondary school age youth support groups
- 6) 1 Detached session in partnership with XLP
- 7) 1 young offender/at risk young people detached outreach and mentoring session at McDonald's followed by soccer at a football centre
- 8) Individual mentoring
- 9) Families and young people Crisis Management

As above, we had to suspend two activities because of Covid risks

- 1) Mother and Toddler Group Middle Park Estate
- 2) Mother and Toddler Group Horn Park Estate

Outreach was limited by the pandemic. However we more than made up for the limitations on face-to-face activities through our online presentations for carers, children and young people. Our face-to-face sessions provided **519 hours of youth and children's activities**, plus **1296 hours** of crisis management and **27 hours** of training to our workers. Numbers of beneficiaries dropped but support was more intense for those we served. **201** children, young people and carers were face-to-face beneficiaries with an additional 1233 reached online. This comprised a peak of 372 views by young people of our online videos on such topics as knife crime, drugs and bullying, and 859 children and carers who viewed creative online presentations with "power phrases" aimed at teaching perseverance, self-esteem and good behaviour, taught through our jungle animal puppet stories.

Training

- a. Safeguarding x3 sessions
- b. Qualifications for all staff in Food & Hygiene
- c. Effects of abuse and neglect on children's brains (2)
- d. Working with children who have special needs
- e. Working with families affected by domestic violence
- f. Working with anxiety sufferers
- g. Working with depression sufferers
- h. Working with addicts
- i. Working with anger problems in young people
- j. Self-employment as a sole trader/job creation/skills marketing and job-searching
- k. 1 Diploma in Youth Studies completed by a Local Community Leader

Children's Work

4-11s Children's support groups

We do preventative and enrichment work with 4-11 year olds on two different estates drawing in children from 4 primary schools. Preventative work is needed at as early a stage as possible and can have a real and positive impact on their lives. This work increases resilience and enhances good relationships with peers and teachers. It is done through relational work and interactive story-based teaching to raise self-esteem. Interactive puppet stories help children reflect on good values and **above all perseverance to overcome obstacles and disadvantage to succeed**. Our syllabus includes the Department of Education PSHE syllabus. For many children, it is hard to find good role models, build aspirations and believe in success amid the difficulties of poverty, long-term unemployment and low educational attainment of carers - often recycling intergenerational problems.

One of our Local Community Leaders leads a children's support group and brought in new approaches which we used when lockdowns permitted: for example proper meals to support parents struggling to feed their families, and a bigger emphasis on craft work, in which the parents help the children. This has three powerful effects:

- a. It encourages children to be creative, express themselves and to talk to adults
- b. It encourages, empowers and gives more confidence to parents in being creative at home with activities for children
- c. It gives Superkidz workers the opportunities to affirm children individually and raise their self-esteem and confidence as they express themselves creatively.

Youth Work

Girl Power - At Risk Girls

Although many see the main youth problem on estates as male youth violence and drug dealing, the strategic reality is that these problems can be dramatically reduced by meeting the needs of girls who have had Adverse Childhood Experiences.

Girls who have suffered in difficult family environments with painfully low self-esteem often take refuge in dreams of domestic bliss, and yearn for a sexual relationship which will meet their needs for emotional security and validation. We have seen how affirmed girls feel merely if a boy wants to sleep with them. The reality is that they are exploited and abandoned, often having become parents. We have seen serial relationships leaving a trail of domestic abuse and violence, and children growing up in homes which are additionally blighted by drug abuse as young mothers take refuge in cannabis for anxiety and cocaine for depression. Sometimes there is drug dealing by male partners, with its associated dangers of drug gang violence. Such psychologically damaged children will often become troubled girls who repeat the pattern of their mothers, or young offenders and violent young men, excluded from mainstream school and recruitment material for local drug gang leaders who become rich through high local demand for their products.

The Girl Power weekly support group where group and individual mentoring takes place, is designed to improve the resilience, solidarity, independent thinking and self-esteem of teenage girls and to reduce sexual exploitation. We are **moving girls away from sexual exploitation** and increasing confidence and resilience. We have also been successful in **stopping self-harm** and enabling girls who attend our group to relate to teaching staff and **remain in school**. Its leader developed the use of social media and mobile phone group text applications through which members and staff encourage girls who are most vulnerable, raise esteem and belief in the reality of success through perseverance, share problems and use other measures to increase resilience and rejection of the norms of low expectation and acceptance of low gender status and sexual exploitation. Girl Power took its members on a water-skiing day, a new experience that boosted self-esteem and a sense of achievement and has increased mutual support and encouragement.

General Youth Support Groups: Group Mentoring

A Challenging Youth Work Environment

Managing behaviour in young offenders and girls with psychological issues is a challenge. We had challenging behaviour at our youth support groups and detached youth mentoring and had to deal with both drug and knife problems. These were successfully brought under control. It is also a challenge to persuade young people to persevere with education and training.

Prevention and Intervention

Our work includes both prevention of problems and intervention once a young person is out of mainstream education and linked to local drug gangs, for example. Our mentoring approach is outlined in our **Transform Group and Individual Mentoring (TGIM)** manual (see above) and includes tackling psychological damage. It also helps our youth workers to cope with the aggression, anger, and threatening attitude that boys bring to support groups and mentoring sessions in the first stages of our engagement with them. It tackles the practical issues like **knife-crime and other violent crime**, lack of empathy for victims and related problems. Youth work is strongly relational. As well as individual mentoring, our support groups are about group mentoring rather than simply group activities. We provide recreation with education and training for all age groups, but the main aim of our activities is to increase resilience by providing Unconditional Positive Regard and an appreciation of each individual as a means of correcting

negative views of self and other people, with fear and anger primed for encounters with them. It is the latter that so often leads to exclusions from school and later breakdowns in relationships with employers.

We also aim include them in a community with positive norms to overcome the negative norms of gangs, and to overcome the personal constructs that include negative beliefs about personal abilities and a bleak view of their life possibilities and long-term fulfilment through lawful employment.

- a. We carried out **anti-bullying workshops**, which was the idea of a young local community youth support worker who has grown up in Superkidz.
- b. We **included year 6** in our Wednesday youth support group for year 7-8. Violent Youth Crime reduction principles recognise now that knife and other violent crime is best prevented from the age of 10-11. We have attracted a number of highly at-risk year 6 boys.
- c. We did further work on the key psychological factors in **knife and other youth violent crime** and systematically used this knowledge in our mentoring. We also use posters, mentoring and a collection of newspaper cuttings relating to stabbings.
- d. We used **anti-drugs posters** we had designed specifically to attack the myth that drug taking is “cool”, and **anti-knife use posters**.
- e. We held jobs and careers workshops.

In addition, our youth support groups included presentations and discussions on

- a. Knife carrying and knife crime
- b. Gang membership
- c. Drug dealing
- d. Drug use
- e. Resilience
- f. Self-esteem
- g. Perseverance in school
- h. Mutual support
- i. Importance of neighbourhood and community
- j. Respecting the law
- k. Respecting human diversities

School Exclusion, Youth Violence & Drug Gangs

Detached Work: Young Offenders & At-Risk Young People


It has become widely recognised that exclusion from mainstream education is a route to sexual exploitation, early pregnancy, and for boys, being recruited into drug gangs. Through our detached sessions at McDonald's and a local soccer centre we have diverted a number of young people away from drug dealing. For example, a young person with very low self-esteem whose mother was an addict had dropped out of school and made friends with the family of a major drug dealer. He is a keen soccer player and our work improved his self-esteem and sense of purpose and he acquired a job as a building labourer. A youth with good soccer skills whose parents are both class A addicts was steered away from drug dealers through our group mentoring. A girl highly at risk of sexual exploitation was helped through mentoring to aspire to a career working with pre-schoolers. Two other girls at risk of dropping out of school were helped to remain in education.

In addition to our detached work, two ex-young offender youth support workers did intensive detached work and mentoring with youths at risk of or already involved in working for drug gangs. They engaged in individual and small group mentoring. Several of these young people had been involved in “county lines” drug dealing.

Individual Mentoring

Where group mentoring is not enough, we engage in individual mentoring of girls, boys and carers. The principles are outlined in our manual and are soft and hard outcome-based, using questionnaire and a system of grids to assess the factors that can lead to sexual exploitation, drug abuse, working for drug gangs, and willingness to use violence.

Crisis Management

 Our Crisis Manager does the bulk of crisis work including work with homeless people and those in danger of becoming homeless. Much time is spent dealing with serious long-term problems such as debt, joblessness, welfare problems, homelessness or the threat of eviction, court cases against young people and the aftermath of violent crime.

Wider Community

One key benefit to the wider community is to **divert young offenders and gang members away from anti-social behaviour and crime, including violent crime in the local area, and rehabilitate them**. As a result, for example, the local Co-op store has continued to invite us to be a locally supported charity, and we work with the police and the local authority through Charlton Athletic Community Trust.

Staffing

Local Community Leaders & Workers

We have a large team of paid workers from the local community and develop skills, including leadership skills, in them. Development can be a complex process because of often extreme low self-esteem and lack of confidence, multiple and long-term disadvantages including educational needs (34% of our communities have no qualifications), mental and physical health problems in families, stresses affecting deprived communities, and the added problems of austerity and welfare reforms. It is their lived experience of all these problems, along with outstanding intelligence and ability that makes them the key to Superkidz's success. They are increasingly the work force we rely on, decision makers and advisers we listen to and empower. In 2020 they led all but two of our support groups. They are the main force for developing and empowering their own deprived communities. **They took the lead in the following training:**

- 1) Domestic abuse and violence, its warning signs and how to help its victims
- 2) Drug abuse and helping addicts
- 3) Drug dealing and the recruitment of children and young people as drug delivery workers, including "county lines" drug selling, which affects a significant number of our young people - including one who is now helping with youth work having been released from prison.
- 4) Community Resilience

We changed our other staff roles to include a Crisis Manager/Girls' Youth Work Leader. Its need was identified through a partnership with Cranfield Trust, a management consultancy group. Parents and young people in crisis are a constant feature of our work, and the creation of this new role means that the organisation can run more smoothly, with a designated worker taking up most of the cases, both those which require an immediate intervention, and those which need a sustained effort to take parents and young people out of circumstances which are crisis-prone and to improve their resilience and ability to cope with the difficulties that face them.

We gave one of our youth workers the work of volunteer recruitment and training, so as to increase our impact. She recruited 4 sixth formers who were studying psychology to help in our younger youth and children's work.

Achievements – Details

When Covid conditions permitted face-to-face work we made **laptops available at support groups** and these are having a long-lasting benefit for children, young people, locally employed sessional workers and carers. Children and young people are able to use them for homework and teenagers for construction site and driving test training. Young people and carers are able to use them to gain greater proficiency in office software thanks to a local sessional worker with ICT skills. They also enable teenagers and adults to **create CVs and apply for work**. Laptops have also been used for two sessional workers to begin accredited **NVQ training courses in youth work**.

Outcomes

Outcome Harvesting

This is a new and exciting approach to analysing outcomes created by Sam Moody, a Trustee with experience in international relief work. It involves in depth analysis of progress made by

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beneficiaries in overcoming a difficulty and regaining resilience and independence. Building up a data base of cases enables us to shape our activities and approaches in order to be more effective.

4-11s Surveys

Surveys in some respects reflect the lack of face-to-face contact because of the pandemic, and scores, although positive, are not all where we would like them to be.

Sep-20	I can say no to bad choices	I think I'm amazing	I will never give up at school	I care about other people	I can be what I dream to be
Agree	80%	50%	70%	85%	60%
Disagree	10%	20%	25%	10%	10%
Don't know	10%	30%	5%	5%	30%

This survey, while positive in many respects, reflects the lack of face-to-face interaction in 2020. In particular the questions on self-esteem “I think I am amazing” and on belief in personal potential “I can be what I dream to be” show the importance of relational children’s work and the loss of input from our children’s workers because of long periods of lockdown.

General Youth Groups Surveys

Surveys are measured on a scale of 1 (not at all) to 10 (massive progress). Mean scores are out of 10.

Superkidz has helped me:

1. Learn how to bounce back from setbacks **6.4**
2. Realise I am a valuable person **7.3**
3. Think confidently about my future study or work **6.9**
4. See my talents and believe in them **7.4**
5. Feel positive about other people and get on better with them. **7.3**
6. Think for myself and not go with the crowd **7.3**
7. Stay away from gangs **7.7**
8. See drugs as bad **7.8**
9. See the dangers of drug selling **7.9**
10. See how bad it is to carry a knife or use it against someone **8.2**
11. Understand the need to respect and be respected by any partner I have **7.2**
12. Understand that people from all countries and cultures should be respected. **8.1**

Young Offenders/At risk Young People Surveys

Surveys are measured on a scale of 1 (not at all) to 10 (massive progress). Mean scores are out of 10.

1. Sunday Youth has helped me learn how to persevere **8.1**
2. Sunday Youth has helped me believe I am a valuable person **8.1**
3. Sunday Youth has helped me be positive about education, training and work **7.4**
4. Sunday Youth has helped me see my talents and believe in my future **7.89**
5. Sunday Youth has helped me feel positive about other people and get on better with them **7.67**
6. Sunday Youth has helped me think for myself and not just go with the crowd **6.8**
7. Sunday Youth has helped me steer clear of gangs **7.23**
8. Sunday Youth has helped me see the problems about drugs **9**
9. Sunday Youth has helped me see drug selling as bad **8.88**
10. Sunday Youth has helped me see how bad it is to carry a knife or use it against someone **9**
11. Sunday Youth has helped me avoid crime and antisocial behaviour **9.12**
12. Sunday Youth has helped me understand that people from all countries and cultures should be respected **9.33**

A lower result for ability to think for oneself reflects the effect of lockdowns when the gang was the sole social group that these young people related to and there was little contact with youth workers.

Crisis Support

Superkidz supported 26 adults with housing issues, with 14 children benefiting. These issues included rent arrears because of incorrect housing benefit processes, and a mother with special needs who struggled to understand official letters and was taken to court as part of an eviction process. Our Crisis Manager went with her and helped her understand what had gone wrong with housing benefit and what her arrears repayment requirement meant. This was a mother of two young offenders who were lured into the illegal drugs trade, and we worked with the whole family. Other cases included a young man who lost his main carer at the age of 15 who struggled to keep tenancies because of his mental illness, and was saved from homelessness several times by our crisis intervention, and a legal guardian of primary age triplets who was pursued by a violent ex-partner as she moved several times to avoid him. She and the triplets were supported by two Local Community Leaders and our Crisis Manager and was kept safe in spite of persistent and vindictive actions by the ex-partner. This often meant moving her rapidly at short notice as he worked to find her whereabouts.

Research & Development

Knife Crime

We continue to develop our understanding in how to tackle this problem which affects so many in this area.

Drugs

We are continuing our work in this area by looking at brain reward systems and how to reduce the need for drugs. The use of group dynamics for producing oxytocin and games and exercise for dopamine and natural endorphins is helping our at risk youth group.

Sexual Exploitation

In 2019 we identified a way forward for helping girls at risk of sexual exploitation and who suffer from low self-esteem. The key lies in a combination of raising natural levels of brain chemicals that give a sense of status, security and well-being and increasing ability in good relationship discernment. A Local Community Leader and carer who was herself a victim of domestic abuse for many years continues to play an important part in this group, and we have another Local Community Leader with similar experiences who delivers powerful presentations on this subject. **Mutual affirmation diaries** were a new strategy initiated by these workers. This is vital in helping girls avoid being part of the next generation of under-age mothers whose children in some cases will be subject to neglect or abuse and scenarios where serial stepfathers may in some cases be violent. Such children tend to form the next generation of young offenders, at risk girls, and addicts.

Gangs

We continued to develop our understanding of the gang as a type of social group, and how to create a sense of belonging at youth support groups which helps to prevent gang membership. Brain chemicals producing a sense of well-being from status and belonging can be fuelled by gangs. We run our youth support groups and youth mentoring in a way that provides status/self-esteem to young people and a feeling of belonging that emulates what gangs offer without the criminality, violence and dangers to young people.

Partnerships and Co-operation

Members

Our members are also partners, and representatives of parents, young people and children who come to our support groups meet with Board members each term to feedback and propose changes.

Royal Borough of Greenwich

We have a partnership with the Council through its youth work provider, Charlton Athletic Community Trust.

Churches

In 2020 we had partnerships with Church Army, Eltham Green Community Church and St. Saviour's Churches, and with Church Army, a national and international Anglican Church organisation. We are supported by many other churches through financial giving and gifts of Christmas presents for children and Easter eggs.

Greenwich Youth Offending & Probation Services

We work with both these organisations supporting their clients and liaising with their officers.

XLP Partnership

We have a mature partnership with the London-wide charity XLP. We helped XLP provide detached work during lockdown when their double decker bus was considered not covid secure.

Local Schools and Colleges

We worked closely with 3 local primary schools.

Food Bank

Superkidz is part of the Greenwich Food Bank voucher distribution system.

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020
Planned for 2021-22

Strategic Priorities 2021-2022

Our strategic priorities 2020 were hindered by the pandemic and some are to be rolled over. Our strategic priorities for 2021 – 2022 can be summarised as follows:

- 1) Improve our impact in numbers reached, hard and soft outcomes with the addition of online material and social media use.
 - 2) Increase our impact by recruiting volunteers who will be trained, mentored and deployed both in support groups and in individual mentoring.
 - 3) Enhance our **Intervention** work through volunteers; this will also release more resources for **Prevention** programmes and reduce interruptions caused by the demands of sudden crises in young people's lives.
 - 4) Continue to enhance our local worker scheme by sponsoring training for our local workers and increasing the responsibility they take as leaders and managers, and role models for the communities we serve.
-

Structure, Membership and Organisation

Registered charity name:	Superkidz Community Trust
Charity registration number:	1125720
Company registration number:	6639454

Principal & Registered office:	98 Middle Park Avenue Eltham, London SE9 5JH Tel. 020 88596403
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The Trustees

The Trustees who served the Charity during the period were as follows:

Gill Moody	Chair
Michael Stevenson	Secretary
Eric Sham	Treasurer (Joined 11 July 2020)
Samuel Moody	Trustee
Kane Brooks	Trustee for Safeguarding) (Joined 1 July 2020)
Debjani Roy	Trustee (Joined 1 July 2020)

Superkidz Community Trust has responsibilities for employees and volunteers, repairs and maintenance of rented accommodation and the Trustees of Superkidz Community Trust decide how the funds of the Trust are to be spent.

The board members are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom generally accepted accounting practice.

Charity law requires the board members to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charity and of its financial activities for that period.

In preparing those financial statements, the board members are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the activities of the charity will continue.

The board members are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Treasurer's Report

Summary

For the year ending 31st December 2020 there was a surplus of £34,550 (2019: surplus of £13,872). This was due to higher income in 2020 compared to 2019. The 2020 income was £259,009 (2019: £184,731).

The 2019 income of £184,695 included grants of £120,000 from Henry Smith Charity; £9,970 from Awards for All and £9,959 from St James Place. The remaining income came from donations. The 2020 income of £259,009 included grants of £120,000 from the Tudor Trust £10,000 from the London Community Response, £42,500 from the National Lottery Community Fund, £30,000 from the Garfield Weston Foundation and £10,000 from Sir William Boremans' Foundation. The remaining amounts of the income came from donations and contracts.

Our regular giving continued to increase gradually, and the Trustees continued to seek unrestricted and multi year donations wherever possible, to allow greater flexibility and improved financial security.

Expenditure in 2020 was £224,459 (2019: £170,569). Staff costs are the main expenditure incurred by Superkidz with expenditure for the sessional and youth work team salaries including on costs totalling £139,846. The sessional worker programme runs through term-time and the sessional workers are paid under a contract of employment.

Full details of income received are included in note 4 to the financial statements and a list of all costs incurred during 2020 is included in note 5 to the financial statements.

Plans for future periods

The Treasurer anticipates expenditure in 2021 to operate within the budget agreed by the Board. Looking ahead to the future the main projects that are to be carried on, subject to funding, are:

- Continued operation of Children's Groups
- Continued Operation of Youth Groups
- Continued mentoring activities and development of the Mentoring Model
- Continued training of other organisations
- Continued Crisis Intervention
- Expansion of employment programmes including the CSCS Training Programme
- Expansion of Vulnerable Girls work
- Mothers' and Toddlers' Groups & Parenting Support

Risk Management

The Trustees meet on a regular basis to consider and monitor any risk as and when necessary. From these meetings, appropriate actions are taken.

Financial Risks

The principal risks and uncertainties facing the charity from a financial perspective can be classified as income risks and expenditure risks. The responsibility of continuing the work of Superkidz Community Trust drives a need for regular income.

To meet this need the Trustees plan to increase:

- a) Fundraising from individual donors and the general public. New benefactors are advised about the

SUPERKIDZ COMMUNITY TRUST
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option to make donations by standing order.

b) Continued fundraising from trusts and grant-making bodies As with any charity, this is a challenge and risk to the financial security of Superkidz Community Trust. Superkidz Community Trust does not make financial investment decisions or hold securities, however there remain unforeseen maintenance or repairs to property. This is an unpredictable risk for Superkidz Community Trust, but the responsibility is for repairs to rented venues and the cost of repairs and maintenance is minor.

Operational and Governance Risks

The organisational structure of Superkidz Community Trust provides a range of trustees and volunteers who bring experience from relevant professional specialisms and different sized organisations in order to minimise risk.

Compliance with law and regulation

The Trustees act to solicit the advice of qualified, relevant specialists and professionals.

Reserves Policy

The Trust requires Reserves to ensure that a temporary interruption of income does not affect the delivery of Trust activities. In the worst case scenario, a lack of Reserves could result in the Trust being forced to close down its operations in entirety. Should sources of funding cease, Reserves would allow sufficient funds for the Trust to achieve an orderly wind-down of its activities.

Level of Reserves Required

For the year of 2021 it is the Board's intention to build reserves to maintain a level equivalent to 4 months operating costs. Longer term, reserves for six months will be sought by the Trust.

Maintenance of Reserves

Reserves at the agreed level will be maintained by the following:

1. Implementation of fundraising strategy to grant-making bodies
2. Launching an emergency appeal if Reserves fall
3. Transferring some Trust activities to another like-minded charity
4. Exploring a full merger with another charity

Levels of Trust Reserves will be monitored by the Board at every Board meeting. This policy will be reviewed annually.

Signed _____



Eric Sham, Treasurer

21 September 2021

Independent examiner's report to the trustees of Superkidz Community Trust

Independent examiner's report to the trustees of Superkidz Community Trust

I report on the accounts of the company for the year ended 31 December 2020, which are set out on pages 6 to 13.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006 and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the Charities SORP (FRS102)

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



G D FOTHERGILL F.C.C.A.
Swaleside Accountancy Limited, Swaleside Grange, Green End
Asenby, Thirsk, North Yorkshire, YO7 3QX

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2020

		Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Unrestricted funds 2019	Restricted funds 2019	Total funds 2019
	Note	£	£	£	£	£	£
Income and Endowments from							
Donations and legacies	4	129,009	130,000	259,009	44,266	140,429	184,695
Investments		-	-	-	37	-	37
Total Income and Endowments		129,009	130,000	259,009	44,302	140,429	184,731
 Expenditure on:							
expenditure on charitable activities	5	120,602	103,857	224,459	64,094	106,475	170,569
Raising Funds		-	-	-	291	-	291
Total Expenditure		120,602	103,857	224,459	64,385	106,475	170,860
Net income		8,407	26,143	34,550	(20,083)	33,954	13,872
Transfers between funds		-	-	-	-	-	-
Net movement in funds		8,407	26,143	34,550	(20,083)	33,954	13,872
Reconciliation of funds brought forward at 1st January		25,806	128,219	154,026	45,889	94,265	140,154
Total Funds carried forward at 31 December		34,213	154,362	188,576	25,806	128,219	154,026

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

BALANCE SHEET

FOR THE YEAR ENDED 31 DECEMBER 2020

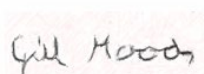
	Note	£	2020 £	£	2019 £
Fixed Assets		-		-	
Tangible Assets		-	-	-	
Current Assets					
Cash at bank and in hand		56,447	25,942		
Debtors	6	132,127	129,096		
		188,575	155,038		
Current liabilities					
Amounts falling due within one year	7	-	(1,012)		
		-	(1,012)		
Net current assets			188,575	154,026	
Net assets			188,575	154,026	
Funds					
Unrestricted	8				
Designated		6,291	6,369		
Undesignated		27,922	19,537		
Total Unrestricted		-	34,213	-	25,806
Restricted	8		154,362		128,219
Total Funds			188,575	154,026	

The Trustees are satisfied that the Charity is entitled to exemption from the provision of the Companies Act 2006 (the Act) relating to the audit of the Financial Statements for the year by virtue of section 477.

The Trustees acknowledge their responsibilities for:

- (i) ensuring that the Charity keeps proper accounting records which comply with section 386 of the Act, and
- (ii) preparing Financial Statements which give a true and fair view of the state of affairs of the Charity as at the end of the financial period and of its surplus or deficit for the financial period in accordance with the requirements of the Companies Act 2006 relating to small companies and in accordance with the Charities SORP (FRSSE) (effective January 2015)

These Financial Statements were approved by the Board on 14 September 2020 and are signed on their behalf:



Gill Moody, Chairman

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

STATEMENT OF CASH FLOWS

AS AT 31 DECEMBER 2020

	Note	2020	2019
Cash flows from operating activities:		£	£
Net cash provided by operating activities:	2	30,505	(37,512)
Cash flows from Investment activities			
Dividends, interest and rent from investments		-	-
Proceeds from sales of property		-	-
Prurchase of Property, plant and equipment		-	-
Proceeds from sales of investments		-	-
Purchases of Investments		-	-
Net cash provided by investing activities		-	-
Cash flows from financing activities:			
Repayments and borrowing		-	-
Receipt of endowment		-	-
Net Cash provided by Financing activities		-	-
Change in cash and cash equivalents in reporting period		30,505	(37,512)
Cash and Cash equivalents at the beginning of the reporting period		25,942	63,453
Cash and cash equivalents at the end of the reporting period	3	56,447	25,942

1 Accounting Policies

Superkidz Community Trust is a public benefit entity under FRS 102. The Financial Statements have been prepared in accordance with the applicable accounting standards, the Charities Act 2011 and the Charity Commission's revised Statement of Recommended Practice issued in Charities SORP 2015 (FRSSE). The Financial Statements have been prepared under the historical cost convention.

1(a) Funds

General purpose funds represent those funds of Superkidz Community Trust that are not subject to any restrictions regarding their use and which are available for application to the general purposes of Superkidz Community Trust. Funds designated for a particular purpose by Superkidz Community Trust are also unrestricted.

The financial statements include all transactions, assets and liabilities for which the financial statements include all transactions, assets and liabilities for which Superkidz Community Trust is responsible in law.

1(b) Incoming Resources

Voluntary income and capital sources

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

- Collections are recognised when received by or on behalf of Superkidz Community Trust;
- Planned giving receivable under Gift Aid etc. is recognised only when received;
- Income Tax recoverable on covenants or Gift Aid donations is recognised when the income is probable;
- Grants and legacies Superkidz Community Trust are accounted for as soon as Superkidz Community Trust is notified of its legal entitlement and the amount due;
- Receipts from fundraising events are accounted for on receipt of cash or when the income is probable, if earlier.

Income from investments

Interest is accounted for when receivable. Tax recoverable on such income is recognised in the same accounting year.

1(c) Resources used

Grants

Grants and donations are accounted for when paid over, or as soon as outflow of economic benefit is probable for example when a grant is awarded (if that award creates a binding obligation on Superkidz Community Trust).

1(d) Current Assets

Amounts owing to Superkidz Community Trust at 31st December in respect of fees, rents or other income are shown as debtors less provision for amounts that may prove non-collectible.

1(e) Debtors

Trade and other debtors are recognised in the settlement amount due. Prepayments are valued at the amount prepaid net of any trade discounts due.

1(f) Creditors and Provisions

Creditors and provisions are recognised where the charity has a recent obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

1(g) Cash and bank

Cash at bank and cash in hand is recognised based on the balances at 31 December.

2 Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	Note	2020 £	2019 £
Net income/(expenditure) for the reporting period	2	34,550	15,937
Adjustment for:			
(increase)/decrease Debtors		(3,032)	(53,843)
Increase/(decrease) Creditors		(1,012)	394
Net cash provided by investing activities		30,505	(37,512)

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

3 Analysis of cash and cash equivalents

	Note	2020 £	2019 £
Cash in Hand	2	56,447	25,942
Net cash provided by investing activities		56,447	25,942

4 Income and endowments from

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Unrestricted funds 2019 £	Restricted funds 2019 £	Total funds 2019 £
Donations and legacy						
Church Donations	3,018		3,018	200		200
Gift Aid Uplift	817		817	817		817
Grants (donation)	93,800	130,000	223,800	9,270	140,429	149,699
Regular Givers	6,448		6,448	3,950		3,950
Single Donation	13,683		13,683	30,029		30,029
CJRS	11,204		11,204			
	128,971	130,000	258,971	44,266	140,429	184,695
Investments						
Bank and other interest	37		37	37		37
Total Income and endowments	129,008	130,000	259,008	44,302	140,429	184,731

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

5 Expenditure on

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Unrestricted funds 2019	Restricted funds 2019	Total funds 2019
	£	£	£	£	£	£
Raising funds						
Seeking donations and grants			-	291		291
 Charitable Activities						
Grants Given	-	-	-	7,881	25	7,906
Childrens Clubs, running costs	14,647	417	15,063	4,816	74	4,890
Youth Work, Runnign costs	2,606	4,001	6,607	9,169	6,578	15,748
Family work, running costs	-	-	-	728	-	728
Rent and repair	2,382	-	2,382	4,326	642	4,968
Staff costs	51,415	99,752	151,167	18,572	85,792	104,364
Insurance	-	-	-	1,281	-	1,281
Examination and audit	432	-	432	432	-	432
Administration costs	49,120	(312)	48,808	16,889	13,363	30,252
	<u>120,602</u>	<u>103,857</u>	<u>224,459</u>	<u>64,094</u>	<u>106,475</u>	<u>170,569</u>
 Total expenditure	 120,602	 103,857	 224,459	 64,385	 106,475	 170,860

6 Debtors

	2020	2019
	£	£
Accrued income	129,510	126,799
Employee cash advances	1,480	1,480
Gift Aid Reclaim	817	817
Prepaid Expenditure		
	<u>131,807</u>	<u>129,096</u>

7 Liabilities: amounts falling due within one year

	2020	2019
	£	£
Trade Creditors	-	1,012
Accruals and deferred income	-	-
PAYE and NI payable	-	-
	<u>-</u>	<u>1,012</u>

8 Employees and emoluments

8 (a) Providers of services to Superkidz Community Trust and their emoluments

The Trustees are not employed by Superkidz Community Trust and do not receive remuneration, expenses or other non-cash benefits for their service.

Key management personnel: the Manager of Superkidz Community Trust is employed full-time by Church Army. The work for Superkidz Community Trust is completed under a secondment agreement to support the work of Superkidz Community Trust. No payment is made for remuneration, expenses or other non-cash benefits to either the Manager or Church Army.

8 (b) Employees and emoluments

Superkidz Community Trust employed one full-time and three part-time youth workers during 2020. It also employed sessional workers for Stay and Play and in support of the children's clubs.

Total employee numbers and emoluments were as follows:

	Number of employees 2020	Number of employees 2019
Sessional Workers	26	32
Youth Workers	<u>2</u>	<u>2</u>
	<u>28</u>	<u>34</u>
	2020	2019
	£	£
Salaries	134,824	102,316
Employer Pension Contributions	3,813	2,478
Employer NI	<u>1,209</u>	<u>772</u>
	<u>139,846</u>	<u>105,566</u>

These employees have contracts of employment and their emoluments are subject to deductions of PAYE, Pension and National Insurance. This is for the youth work team and sessional workers.

There were no employees with a salary greater than £60,000 per annum.

9 Related Party Transactions

There were no related party transactions during the year

SUPERKIDZ COMMUNITY TRUST
Annual Report and Accounts Year Ended 31 December 2020

10 Analysis of net assets

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020	Unrestricted funds 2019	Restricted funds 2019	Total funds 2019
	£	£	£	£	£	£
Current Assets	34,213	154,362	188,575	26,683	128,219	154,903
Current Liabilities			-	(877)		(877)
	<u>34,213</u>	<u>154,362</u>	<u>188,575</u>	<u>25,806</u>	<u>128,219</u>	<u>154,026</u>

11 Analysis of fund movements during the year

	Balance at 31 Dec 2019	Income	Expenditure	Transfer	Balance at 31 Dec 2020
	£	£	£		£
Designated fund	6,268				6,268
General purpose fund	<u>19,539</u>	<u>129,009</u>	<u>120,602</u>		<u>27,946</u>
Total Unrestricted	25,807	129,009	120,602	-	34,214
Restricted funds:					
Children In Need	18,963		9,759		9,204
Ashden Trust	15,487		10,981		4,506
The Big Give	4,009		1,671		2,338
Young Offender	2,136		1,565		571
St James Place	7,624		2,336		5,288
Henry Smith	80,000		40,000		40,000
Tudor Trust		120,000	26,880		93,120
London Community Response		10,000	10,000		-
Total Restricted Funds	128,219	130,000	103,193	-	155,026
Total Funds	<u>154,026</u>	<u>259,009</u>	<u>223,795</u>	-	<u>189,240</u>