

Director Report & Accounts

1st September 2023 to 31st August 2024



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Directors Report

1st September 2023 to 31st August 2024

Streets of Growth

The Directors present their report and the financial statement for the period ended 31st August 2024

Registered Office: Streets of Growth
6 Middlesex Street
London E1 7EX

Purpose of space use at 6 Middlesex Street London E1 7EX

Using the space, Streets of Growth aims to provide a range of services and programmes to work with young communities and their families to motivate and equip individuals with the skills to change themselves to drive the social, physical, and economic regeneration of their communities.

Company Number: 04863196
Charity Number: 1143126
Directors: Rakesh Sund – Chair
Brian Manu-Gymfi – Treasurer
Anthony Donatelli
Sohail Raja
Raffaella Copper
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Bank Details: The Cooperative Bank
PO Box 250
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**Independent Examiner
of Accounts:** Mark King BSc (Hons) F.C.C.A

About Streets of Growth

Streets of Growth was founded in 2001 following a remarkable Sir Winston Churchill Travelling Fellowship backing East-End council estate resident, Darren Way. Darren witnessed and experienced the challenges and negative choices that young people from poorer backgrounds can get caught up in when struggling to transition between youth-hood, the street, school, employment, and into adulthood.

On his return to the UK from his fellowship in the United States, Darren came back with the drive and ambition to found Streets of Growth. Launched from a small shop front, Streets of Growth was initiated in one of the UK's most socially deprived wards in the Borough of Tower Hamlets in east London. The shop sat right in the heart of a local neighbourhood shopping precinct that was experiencing high levels of youth hang-out, adult drop-out, drugs, alcoholism, group/gang violence, and a central anti-social/crime hot spot in Bow, east London. It was in this initial space that the small group of co-founders intensively outreached and built relationships with young people, their parents and key professionals and began to establish Streets of Growth's organisational capacity to tackle and reverse the cycle of youth disengagement and diminishing neighbourhood responsibility.

Today, Streets of Growth has been scaled into a multi-award-winning social intervention enterprise.

- **Our Vision:** A global society where no youth or young adult lives in poverty and are *neither harmed or harmer* of criminality and violence.
- **Our Purpose** We re-engage and accompany young communities to diminish harm and positively transform their lives, until equipped to do so *independent of us.*
- **Our Values and Principles**
We practice and promote through our work and organisational culture the values of:
 - Belonging,
 - Generosity,
 - Competence,
 - Interdependence, and Independence
 - Service

To foster partnership, self-awareness, social activism, personal and organisational learning, personal resilience, a shared vision and maintained action.

Our Objectives

- i. To help and support young people living within, but not exclusively within, the London Borough of Tower Hamlets (LBTH) and the surrounding areas:
 - a. To develop the knowledge, skills, and competencies they require to identify and meet the needs and to move out of poverty and harm's way.
 - b. To develop the knowledge, skills, competencies, and capacities they require to fully participate in their communities, to lead in the development of their communities and to become positively engaged members of the local and global society.
 - c. By promoting the social inclusion of such young people, including by identifying and addressing the causes and effects of social exclusion and supporting participation and reintegration of those experiencing social exclusion.
 - d. By promoting and developing the capacity of institutions and communities to meet the needs of such young people.
- ii. To further such other charitable purposes for the benefit of the community as the trustees shall determine from time to time.

Mission & Programme Delivery

Streets of Growth is an outcome driven, community-based organisation working across the borough of Tower Hamlets where our name is our aim. We are leading edge interventionists where the difference is in our detail. We work intensively, and tirelessly re-engaging young-adults aged 15-25 who are stuck, often struggling in poverty, harm, and violence; disconnected to regeneration opportunities. Our uniqueness and impacts are due to the way we design and seamlessly interweave outcome driven life skills coaching with 'tailor made' project programming of entrepreneurial and employability skills, along-side relentless outreach and targeted street work intervention, thus, disrupting the cycle of gangs, violence, criminality, and hopelessness amongst young communities and equipping young adults with the skills and resilience to thrive socially and economically.

To achieve this, we have developed the **Appropriate Intervention Bridging programme embedded within our Starting with No – phases of change framework**, which works on the social evidenced theory when young people are re-engaged through positive and intensive coaching relationships, they can break the cycle of violence, harm, and poverty to gain competencies in life skills, education, and employment. It is made up of the following core elements; namely,

- Relentless Outreach to build a constructive relationship between the young person and Youth Coach.
- A consistent Coaching relationship using Cognitive BeHavioural Skills and Motivational Interviewing techniques with life skills development tools.
- Stage based programme addressing life-skills development, education and career/work skills needed for positive progression.
- **EpicCentre:** Creative Industry Hub (launched April 2021) aims to increase young people access to London's thriving creative and technology economy,

Executive Summary of Strategy Development Plan

January 2020 – January 2026

The ambition of the strategy plan is to ensure that more young people are benefiting from our work. To achieve this several key goals have been defined:

To become a sustainable and growing organisation

- Ensure improved fundraising capacity to secure its continued and sustainable growth along side ongoing professional development of retained calibre frontline staff.

To be a leader in research and experience in social intervention work

- To grow recognition of Streets of Growth as an organisation that provides consulting services and research in harm reduction model within context of social intervention and community development work.
- To be a lead voice in the field of tackling and addressing Child Criminal Exploitation (CCE) and Child Sexual Exploitation (CSE), youth violence and knife crime.

To have robust governance throughout the organisation

- Grow the Trustee Board and strengthen and enhance the skills and expertise of the Senior Leadership Team to increase the success of Streets of Growth Model and underpin the organisation and its sustainability.

To increase number of people accessing Streets of Growth

- To increase referrals of high risk and individuals that could be helped by Streets of Growth interventions across the borough of Tower Hamlets

Structure, Governance & Management

Streets of Growth is a Company Limited by Guarantee and registered as a charity with the Charity Commission. Streets of Growth is governed by its Memorandum and Articles of Association last revised on 12th July 2011. Each trustee has agreed within the Memorandum and Articles of Association to contribute an amount of not exceeding £1 in the event of the charity closing.

Members of the Board are elected on a nomination basis and are directors for the purpose of company and charity law. The board is made up of a mixture of local people, business, central government, and other and regeneration partners.

Appointment of Trustees:

Trustees are appointed based on their expressed interest and motivation to assist Streets of Growth and its youth communities to achieve its vision, aims, objectives and intended impact, along with individual skills, experience, professional expertise that is needed for the development, strategic priorities, and effective governance of Streets of Growth.

Trustee Induction and Training:

Newly appointed trustees are briefed on the company's Memorandum and Articles of Association, the current Strategic Business Plan, and given an overview of the company's recent financial performance. The functions of the Board and its decision-making processes are explained, along with the individual roles, responsibilities, and legal obligations under both charity and company law. Each trustee is given a clear role (dependent on the need of organisation) as well as taking on full responsibility for the overall trustee role. All Trustees are volunteers and are not remunerated.

Organisation of the Trustee Board:

The Board meets on a quarterly basis with special or cluster meetings around pertinent issues such as fundraising taking place at other dates/times.

The trustees administer the charity, and these functions are outlined below:

1. Have the ultimate responsibility for directing affairs of Streets of Growth and ensure that the organisation is solvent, is organisationally well run and is delivering the outcomes and practices defined in the governing documents.
2. Ensure that the charity complies with charity law and ensure that all annual returns and reports are maintained.
3. Ensure that Streets of Growth does not breach any rules, requirements set out in its governing document.
4. Ensure that all funds and assets acquired by Streets of Growth are used legally and within the governing documents.

Certain individuals have areas of expertise and therefore take lead responsibilities in Legal, Finance and HR. All trustees are expected to attend all quarterly meetings and the Annual General Meeting. Where appropriate Trustees are encouraged and supported to attend appropriate training events, information seminars etc.

Management of the day-to-day operations of Streets of Growth

The trustees appoint the employed CEO of Streets of Growth to manage the day-to-day operation of the charity and has an agreed level of delegated authority for operational matters including vision, direction, finance, employment, and performance related activity. The CEO is responsible for ensuring that the charity delivers the services specified and that key performance indicators are met.

The CEO meets with the Chair on a monthly basis and the Founder of Streets of Growth also meet for a one-to-one meeting with the chair of the Board every quarter. Operational reports are sent quarterly by the CEO to all trustees as part of the trustee meetings. All minutes and records of all Board meetings are stored at Streets of Growth.

Risk Management , Risk Audit and Mitigation

Streets of Growth senior leadership management team, with the Board, continue to assess, review, monitor and plan for all risks which the organisation may face, now or in the future.

Our risk management strategy which is within our Strategy Plan comprises of a risk register, SWOT analysis of the organisation and its core activities outlining possible risks which may occur and procedures/action plans to mitigate the risk identified. There is a regular reassessment at each Board Meeting of the risks outlined and any potential new risks that have been identified.

Quarterly operational reports are compiled by the CEO of Streets of Growth. These reports include a review on risk management and will report on any risk issues that may have arisen.

This report is sent to all trustees and Streets of Growth senior management team as and when required. If there is a significant risk issue highlighted in the review and this occurs in between scheduled Trustee Board meetings, then a meeting will initially be arranged between the Chair and CEO and if further action is required then an extraordinary meeting will be set up to include all the other board members.

The Trustees consider that the major risks along with the appropriate mitigation process for the Charity from 1st September 2023 to 31st Aug 2024 to include:

1. Recruitment and retention of high calibre frontline staff

As in the previous reporting financial year, the recruitment of high calibre frontline staff, with the level skills/expertise required remained challenging in a backdrop of increasing wage raises, with a decreasing pool of viable candidates. However, through a restructure of our recruitment processes, recruitment packs and targeted interview process we had at the close of the financial year, appointed 2 FTE Intervention Coaches and one PTE Project Support Coach, who were set to onboard at beginning of 2024/2025 reporting/financial year. In addition, Head of Client Experience (CX) & Applied Research has developed and implementing improved robust onboarding and staff training programme which we are confident will improve retention and professional development of frontline staff, this is inclusive of our cognitive behavioural skills training, which is based on CBT programme developed by our international and valued partner ROCA INC.

Further pipeline of staff recruitment of the frontline and operational team will take place towards over 2024/2025 once first cohort of new staff successfully onboarded and established into effective delivery.

2. Sustained long term and unrestricted funding

As in the previous reporting period Streets of Growth has witnessed significant improvements in funding capacity since 2019, primarily through short-term grants and contracts, but long-term sustainability remains a concern. The majority of funding has been project-based, with limited unrestricted funding, particularly for overhead costs. The absence of multi-year funding and long-term contracts poses a risk to financial stability, compounded by a modest income generation stream. In this funding period

The CEO and board have continued to take steps to implement fundraising strategies to secure more sustainable funding revenues through development of service contracts and income generation strategies. The most exciting and tangible element is the securing of Hayloft Point which will provide us with the opportunity to be able create a sustainable income generation source via hiring of the premise and the development of a heritage and tourism social business. In addition, with the move to Aldgate this has physically put Streets of Growth in a city location, and we already had approaches from corporate sponsors and in the next financial year we will work to maximise these relationships in terms of begun to materialise with initially small funding support and also opportunities for young people in terms of employment/apprenticeships/work experience. Sustained funding will remain a key focus of the CEO and Streets of Growth trustee board in 2024/25

By diligently identifying risks and implementing strategic mitigation measures, Streets of Growth is poised to navigate challenges effectively, ensuring continued impact and growth in serving our community.

Public Benefit Statement

With reference to the Charities Act 2011 all our charitable activities and acts are directed towards a lifelong impact and sustainable legacy on the local areas of east London and these activities are undertaken to further our charitable purposes for the public benefit. The summary information provided in the section below reflects our commitment to the public benefit requirement.

Streets of Growth Annual Safeguarding Report : 1st Sept 2023 to 31 Aug 2024

Safety, protection, Harm reduction, trusted adult relationship and targeted intervention within the context of safeguarding of young people and adults who are at risk is paramount in all that we do and deliver as a Youth Intervention organisation. Streets of Growth recognises our responsibility to promote safe practice and to protect the young people we engage with from harm. All our employees, most particularly our specialised Intervention Coaches and volunteers receive safeguarding training as part of their induction, followed by regular refresher training. This is combined with wider training in awareness and understanding of

- Trauma information practice and trauma response
- Awareness and understanding of Adverse Childhood Experiences (ACE's)
- Awareness of and practice of Modern Slavery Act inclusive of National Referral Mechanism (NRM) and (please see attached Streets of Growth Staff training Modern Slavery Handbook updated 2023)
- Awareness and understanding of Criminal Child Exploitation (CCE)
- Awareness and understanding of Criminal Child Sexual Exploitation (CCSE)
- Awareness and understanding of Domestic Abuse
- Contextual Safeguarding i.e. abuse outside the home, peer on peer abuse.
- Bullying and peer on peer abuse
- Awareness and understanding of violence and knife crime.

We are committed to identifying and minimising safeguarding risks across all our activities and specialised targeted intervention services through appropriate training, risk assessments, policies, and processes. We have a strong ethos throughout the charity to deliver good safeguarding practices and we take seriously any report of suspected harm, abuse or neglect and have a robust process to deal with an incident if it were to arise. We operate safe and transparent recruitment practices, which incorporate appropriate DBS checks.

Safer recruitment and employing people with lived experience:

Streets of Growth specialised frontline team is made up of people from the local community with a number of our staff team and dedicated volunteers coming with both lived experience and/or criminal convictions. Streets of Growth are fully committed to safeguarding and welfare with robust practices in place to protect the vulnerable young people we work with. As part of our values and principles we are also committed to viewing the criminal history and record of convictions of all those applying for jobs, paid or unpaid, not as an obstacle but a potential asset. Through rigorous training and robust supervision, we know that such a background when harnessed with the right values, attitudes, motivation, and competencies bring benefits and value to, our services and the young people we have the honour to support and serve.

All of the above is done within the framework of robust safer recruitment practices and risk assessment processes to ensure that we prevent any appointed person from posing a risk to the young people we work with.

Safeguarding Policy

We have a Safeguarding Policy, which sets out our mandatory standards and provides clear details of our reporting process. Safeguarding for the charity is headed up by our Designated Safeguarding Officer (DSL , Diane Peters who is supported by the senior practitioner and senior team who are all trained DSLs acting as , Deputy Designated Safeguarding lead, Led by the appointed DSL all have the responsibility for: regularly reviewing and enhancing the Safeguarding Policy and associated practices in line with legal and organisational developments; effective management of safeguarding incidents; providing advice and guidance; training; and reporting Safeguarding Incidents to the Streets of Growth Trustee Board.

Our safeguarding practice is maintained through.

- Consistent, regular staff training
- Robust safeguarding risk assessments
- Appropriate assessment and on- going monitoring of each young person safety and risk levels.
- Case management with all young people having a dedicated Intervention Coach
- Regular case management meetings to track all young people ensuring appropriate interventions are applied.

Progress Work 2023 and 2024

Streets of Growth continues to innovative and develop its Safeguarding work with young people.

Key areas include.

- IF ONLY film : educational film raising awareness on Child Criminal exploitation and Child criminal sexual exploitation. This educational film made by Streets of Growth was made in partnership with Tower Hamlets Homes and educational programme will be rolled out to schools in 2024.
- Completed an NSPPC Safeguarding Review as part of Streets of Growth application to Impetus Foundation and received a good score across all relevant areas of safeguarding policy and procedures.
- Improved its safeguarding recording via the implementation of Case management system, Apricot which was implemented in November 2024

Safeguarding Incidents 2023 to 2024

The nature of Streets of Growth work means that the majority of young people we engage are already on some form of Safeguarding plan (e.g. CIN, TAC, Child Protection Order) and so there can be escalation in their safeguarding needs that we may identify in our work, and this is reported to the appropriate authority i.e. MACE, Lead Social Worker and so on but Streets of Growth have had no internal reported safeguarding incidents in this timeframe's.

We have reported and identified external safeguarding incident to the Exploitation Team in Spring 2023 involving 4 young people, involving as Missing Young People and suspected victim of county lines and exploitation, international trafficking and criminal sexual exploitation. All cases were reported to appropriate agency LBTH MAST as well as other teams Exploitation Team.

Annual Work Programme Sept 2024 to Aug 2025

On going review of Streets of Growth safeguarding policy and procedures, this will be taken for approval to the Trustee Board in March 2024. In addition, following website development our safeguarding policy (for public) will be available on the website.

We will also be publishing our young person handbook which contains all our safeguarding information and also have developed a Mentor Handbook which provides safeguarding policy guidance and practice. All to be published in 2024/2025

We are seeking to appoint a Safeguarding Lead to the Trustee Board and are seeking to find an appropriate candidate. Planned date is to have an individual on the board by Autumn of 2024.

Review of Organisational Activity

2023 to 2024 has been a transformational period for the organisational development has Streets of Growth continues to strive to deliver meaningful impact for the young people we serve.

We began in September welcoming the HRH, The Princess of Wales on a official visit to our EpiCentre Space in Aldgate East, where HRH met with our young people and parents, as well as Streets of Growth's dedicated frontline team team, trustees and Patrons . The official visit came as a direct result of the HRH, The Prince and Princess of Wales visit the previous year to our international partner ROCA INC in Boston USA.

During the visit The Princess spoke in depth with the Frontline Team to understand our approach in working with a trauma lens to effectively reduce the harm and support mental health of the young people we serve. Mental health of young people in our society is a key area for The Princess through the HRH's Royal Foundation. The Princess met with mother's whose children were survivors of exploitation and harm and spoke with young people about their experiences, The Princess also took part in a podcasting session with young people to discuss about mental health and grief, and her visit received press coverage from the Royal Family website, Sky News, Independent Online, Times Online, Daily Mail Online, Greater London Lieutenancy, People Magazine, Hello, Elle, East London Advertiser and more.



Following the Royal Visit, we then turned our attentions preparations for the official premiere of Streets of Growth's and Tower Hamlets Homes youth led short film, 'If Only'. The special VIP screening took place at Genesis Cinema (Stepney Green) and was attended by over 200 guests including local young people, council teams and a Q&A panel of cast, crew and supporters.

The premiere event was hosted by BBC broadcaster Nadia Ali, who has extensively supported Streets of Growth's FutureBuilder volunteer-led careers mentoring programme for young people (see further information below). Throughout the year, our team worked collaboratively with young people to expand the impact of the film, which has already received over 150,000 engagements on social media, including previews, clips and reaction videos on YouTube, Vimeo and TikTok.

Streets of Growth has now developed training packs and other resources for the If Only educational workshops programme, which will be delivered in schools and youth settings across London. Workshop content and resources have been developed through co-production sessions with young exploitation survivors, youth coaches and education specialists. This lived-experience led approach will continue to drive the programme forward, as we now start the process of intensively training and supporting exploitation survivors to co-deliver the programme with support from experienced youth coach facilitators.



Along side these highlights, Streets of Growth in September was accepted to be assessed as a potential Charity for the Impetus Trust and in December 2023, we became part of the **highly selective Impetus portfolio**. This is a momentous achievement for Streets of Growth and is an important transitional stage in our development to deepen our impact and expand our reach with young people.

As part of our partnership with Impetus, we have in the first year focused on capacity building of the Charity inclusive of skills development for the senior leadership team and preparing for *Driving Impact* workshops facilitated by strategic partner and social investor, Impetus, which will take place in following financial year, November 2024. This process will equip the team with a data-driven approach to measuring programme impact, leading to strategic refinements in service delivery and referral criteria that will substantially amplify charity impact in 2025/26. These are the first steps towards becoming a benchmark beating charity delivering meaningful impact for the young people we serve. The next two years will be focused on implementing, refining and ultimately evaluating our new model.

Additionally, Streets of Growth recruited new frontline staff to support its expanded services and launched regular online open evenings to attract prospective volunteers and those interested in careers within the sector, with two new staff being appointed and further new staff onboarding early in 2024/25.

Throughout the year, Streets of Growth continued to deliver London's Violence Reduction Unit (VRU) programming, including ongoing partnership delivery of the Tower Hamlets Island Community Network (THICN), which has brought together a network of local groups, community leaders, statutory partners and other stakeholders to tackle youth violence on the Isle of Dogs. Through the MyEnds Sustainability programme, this work will continue until March 2026, enabling Streets of Growth (and consortium partners Osmani and Spotlight) to continue transforming the life trajectories of young people marginalised by severe poverty, unemployment, crime and youth violence.

Since April 2024, Streets of Growth has also been delivering wider VRU programming with Osmani Trust and Spotlight via the Better Bethnal Green alliance – once again bringing together key stakeholders (including London Borough of Tower Hamlets, THCVS, East London Business Alliance, and Met Police) to develop improved, community-led approaches to addressing youth violence. In March 2024, Streets of Growth's Frontline Director, along with a courageous young person recently engaged in our support, were special guests at a Home Office roundtable event, where both spoke about their experiences growing up in East London and the issues that continue to perpetuate youth violence.

Alongside its violence prevention work, Streets of Growth continued to deliver wider targeted youth employability and social action programmes, working with key supporters and partners including the Mayor of London's New Deal for Young People 'Propel' programme, London Borough of Tower Hamlets, Canary Wharf Group, and Westfield's Foundation for Future London. Streets of Growth was also delighted to extend its charity partnership with Berkeley Group, who generously gave significant funding and employee volunteering support throughout the year.

Berkeley staff contributed hundreds of employee volunteering hours to our summer holiday programme and FutureBuilder career mentoring scheme – greatly enhancing learning experiences for many young people. Staff from Berkeley Group, St James and St William also participated in London's 'Big Half Marathon' which, alongside several other fundraising activities, raised over £20,000 for the charity.

Berkeley's involvement also helped Streets of Growth's FutureBuilder volunteer career mentoring initiative to achieve a major milestone, successfully onboarding over 100 volunteers in 2023/24. The FutureBuilder network now spans a wide array of sectors, including business, law, finance, engineering, medicine, aviation, tech, and new media, bringing together experienced professionals dedicated to empowering the next generation. Over the year, more than 200 young people were matched with volunteer mentors, providing them with guidance on GCSE options, career specialisms, and access to industry insights, including work placements and workplace visits.

Building on this success, Streets of Growth began developing *StreetTalk*—a digital library of career mentoring insights sourced from the FutureBuilder network. This initiative attracted a seed funding award and incubator support from the Mayor of London's *No Wrong Door* Innovation Challenge, which champions innovative approaches to helping Londoners find quality jobs. The *StreetTalk* resource will continue to expand throughout 2025/26, featuring contributions from key employers, including Sir Robert McAlpine, Unite Students, Hilton UK, Jason Bruges Studio, Mace Group, Société Générale, and various creative-sector SMEs.

The charity has also deepened its engagement with local residents and community groups at Hayloft Point, its first permanent headquarters (established in 2023) thanks to the generous support of Unite Students. As Unite's long-term charity partner, Streets of Growth has worked with its young beneficiaries and their families to design a vibrant calendar of social and cultural events at Hayloft Point, including fashion shows, heritage exhibitions, concerts, and *If Only* screening events.

Alongside this through the ongoing four-year investment from Esmée Fairbairn Foundation, the Hayloft site has continued to develop as a vibrant destination for young communities across the borough - providing tangible pathways into creative/tech careers; an epicentre for youth leadership; and a new creative career networking zone.

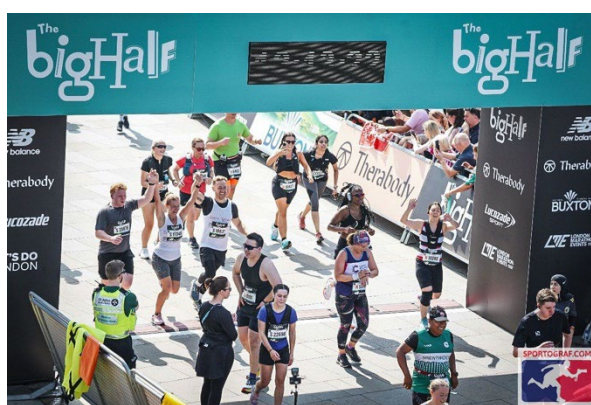


Furthermore, to honour the rich archaeological and cultural history of Hayloft Point and its surroundings, Streets of Growth has continued to work in regular partnership with key heritage organisations, including the Museum of London Archaeology, GLAAS (Greater London Archaeology Advisory Service), and Historic England. Over the coming year, with support from Section 106 funding, the charity will deliver a youth-led programme to create a Cultural Plan for Hayloft Point's exhibition space, designed to be inclusive and relevant to local young communities – and particularly groups that have low levels of engagement with local history and heritage. This initiative will serve as the foundation for a new social enterprise offering guided local walking tours, providing young people with heritage sector work experience and flexible, paid employment that fits around their educational commitments.

This year was also transformational for organisational development. Streets of Growth's staff and trustees participated in *Driving Impact* workshops facilitated by strategic partner and social investor, Impetus. This process equipped the team with a data-driven approach to measuring programme impact, leading to strategic refinements in service delivery and referral criteria that will substantially amplify charity impact in 2025/26. Additionally, Streets of Growth recruited new frontline staff to support its expanded services and launched regular online open evenings to attract prospective volunteers and those interested in careers within the sector. Streets of Growth's achievements were widely recognised, earning several awards and commendations, including Rotary Stratford's *Community Group of the Year*, *Highly Commended for Outstanding Initiative in Peace & Conflict Resolution*, and the *Outstanding Contribution to Community Cohesion* award at Rotary International's London Community Awards.

The charity also enjoyed significant media exposure following an official visit from HRH The Princess of Wales and widespread social media engagement with the *If Only* film. Further visibility came from our patron, Eddie Marsan OBE, who highlighted his involvement with Streets of Growth in interviews with *The Guardian* and *Big Issue*, following his role as Amy Winehouse's father in *Back to Black*, which debuted at number one in the UK.

Several young people involved with Streets of Growth were also publicly honoured for their achievements, including Zara Tasmiya Ahmed, who received *Highly Commended* in Rotary Stratford's *Young Community Hero of the Year*, and Roberta Crawford, who was awarded the *British Citizen Youth Award Medal of Honour*. Streets of Growth's Founder, Darren Way, and CEO, Diane Peters, were also invited to the Palace of Westminster to receive their *British Citizenship Awards for Services to Community & Society*.

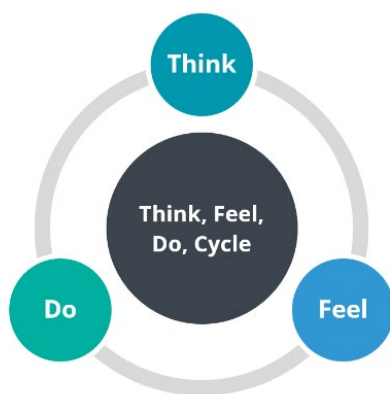


Appropriate Intervention Model (AIM) & Staged Based Bridging Programming:

Streets of Growth operates upon an evidence-informed targeted intervention platform working with young people aged 15-25. Using our unique **Appropriate Intervention Model™**, we interweave outreach and targeted intervention with stage-based Bridging programmes focused on **Lifestyle, Environment, Education, and Career progression**.

At the core of our approach is long-term, relationship-based support—what we call a “**relationship for change**”. Built upon trust, safety, shared action, and sustained progression, such relationships are akin to a trusted adult model of support. We don't wait for young people to come to us, but instead we actively reach out and maintain engagement through lapses and relapses, something that has been vital in identifying and engaging young people whose exploitation and harm is often hidden and not apparent .

This is particularly relevant for young people whose needs are first identified through negative behaviours more commonly associated with delinquency, leading to exclusion from safe spaces.



From intensive street-level lifestyle interventions, to helping young adults re-engage with education, participate in community regeneration, or build the skills and resilience needed to become employable, our work is tailored, deeply personal, and grounded in the lived realities of the young people we serve.

Through our trusted adult model, we engage young people in such circumstances on bespoke intervention pathways designed to address risks they may be exposed to beyond the home. Such young people are assigned an intervention coach who has at least one contact with them

per week. Through home visits, relationships within settings such as schools, community spaces , and targeted street work, intervention coaches map out areas of need in assessing the risks a young person is exposed to before working with them and their families to generate safeguarding strategies.

Key within this approach is coaching young people in Cognitive Behaviour Skills (CBS). Outlined in the graphic above, this helps young people understand how what they think affects how they feel, and what they feel affects what they do. We coach young people to understand their brain's response to certain situations, helping them to acknowledge when their decision-making may be based upon trauma responses to past experiences, or overwhelming feelings in the particular moment. Such coaching aims to not only develop this understanding, but to support young people to implement strategies that lead to better long term thinking and decision-making. The 7 core skills are:

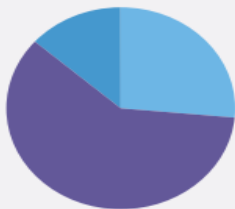
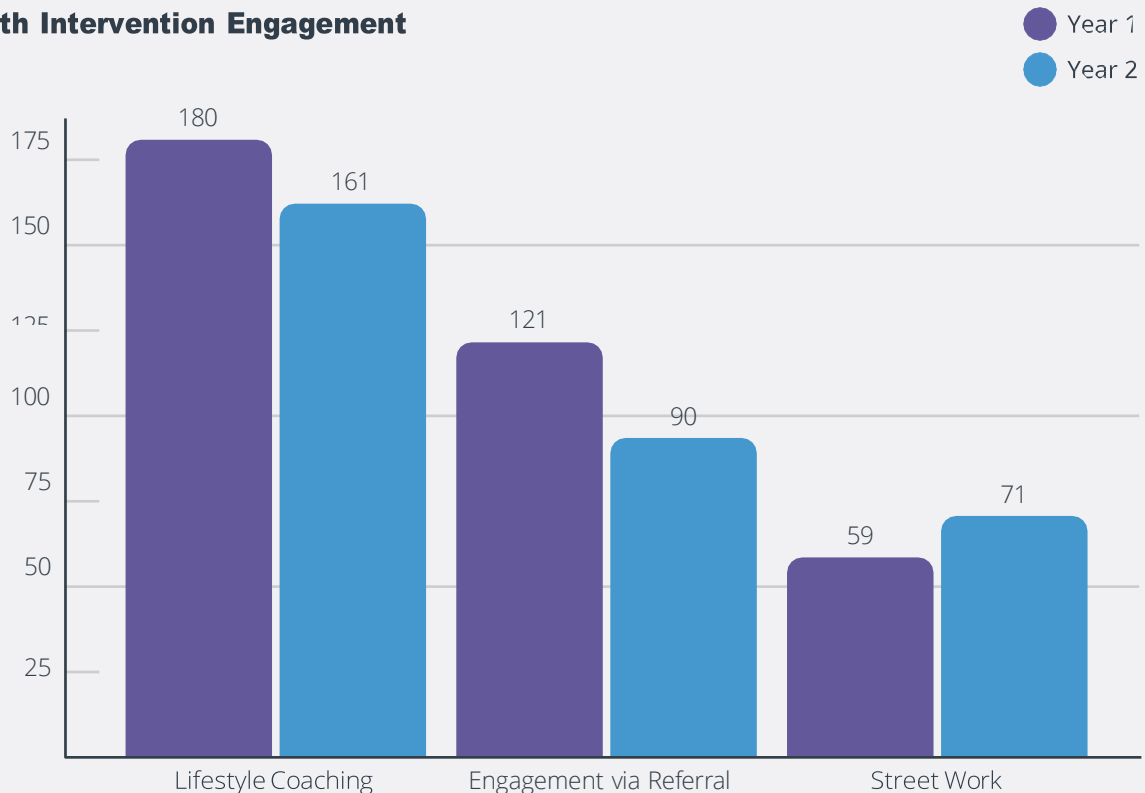
- Be Present – helping young person rise above past adversity/trauma and move forwards
- Label Your Feelings - building emotional awareness/communication skills
- Move it – managing physical states to disrupt negativity & cultivate emotional balance
- Act on your Values – guiding a young person towards purposeful choices
- Stick with it – nurturing perseverance
- Flex Your Thinking – promoting creative and critical thinking
- Solve It – binding all the above together to give every young person the confidence to overcome difficulty

This develops YP's confidence, critical thinking and resilience to peer grooming, coercion, and exploitation.

Programme outcomes:

Streets of Growth's AIM approach is delivered across a 3 year stage based delivery of intervention and targeted support and therefore outcomes reported here are achieved by young people in this reporting period but may have been engaged in previous in year. A summary of the interventions delivered in the reporting period for young people across their current 2 year engagement.

Youth Intervention Engagement



The majority of the young people engaged on the programme were aged 16-19 (59.8%), whilst 26.7% were 12-15, and 13.5% from a slightly older cohort at 20+. Streets of Growth work with young people aged 15-25, making our offer unique in the transitional support we provide into adulthood.

13.5% – 20+ 26.7% – 12-15 59.8% – 16-19

Boys Engaged

205

Girls Engaged

136

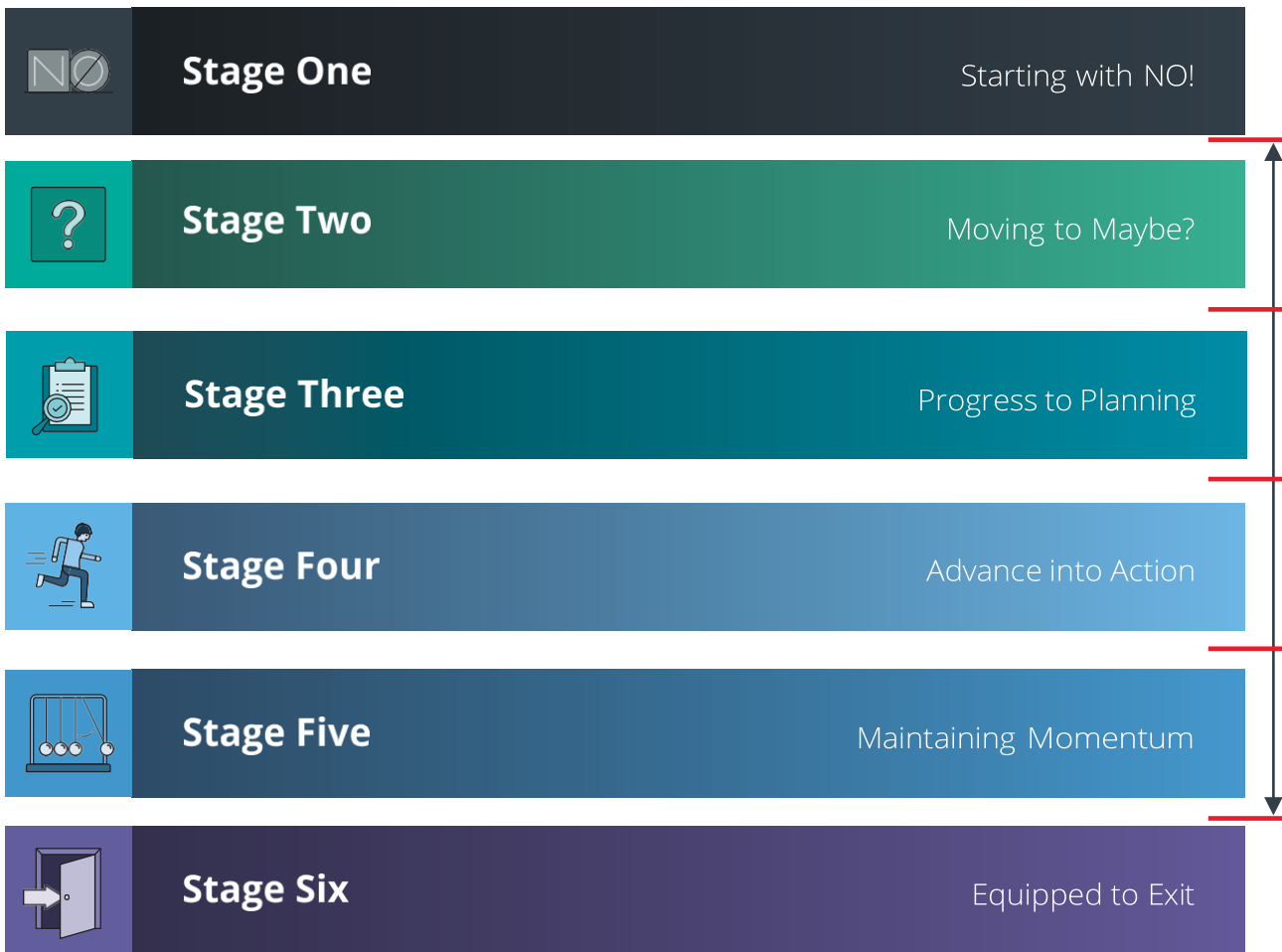
15+ Hours
of Intervention

73%

Starting with ‘NO!’

Our Starting with ‘NO’ framework for targeted intervention recognises the level of readiness of each young person on their change journey with our service. It equips staff to assess what stage the young person is at, and what potential interventions are required to move things along.

Many of the young people we work with start with ‘NO!’. They tell staff they do not need our help, that they are comfortable with whatever harm they are involved in, and are not willing to engage in change. At this point, we do not give up, but instead begin work to understand why the young person is telling us ‘NO!’, mapping the potential factors in this through continued targeted street work in their communities



Key: Recovery Relapse

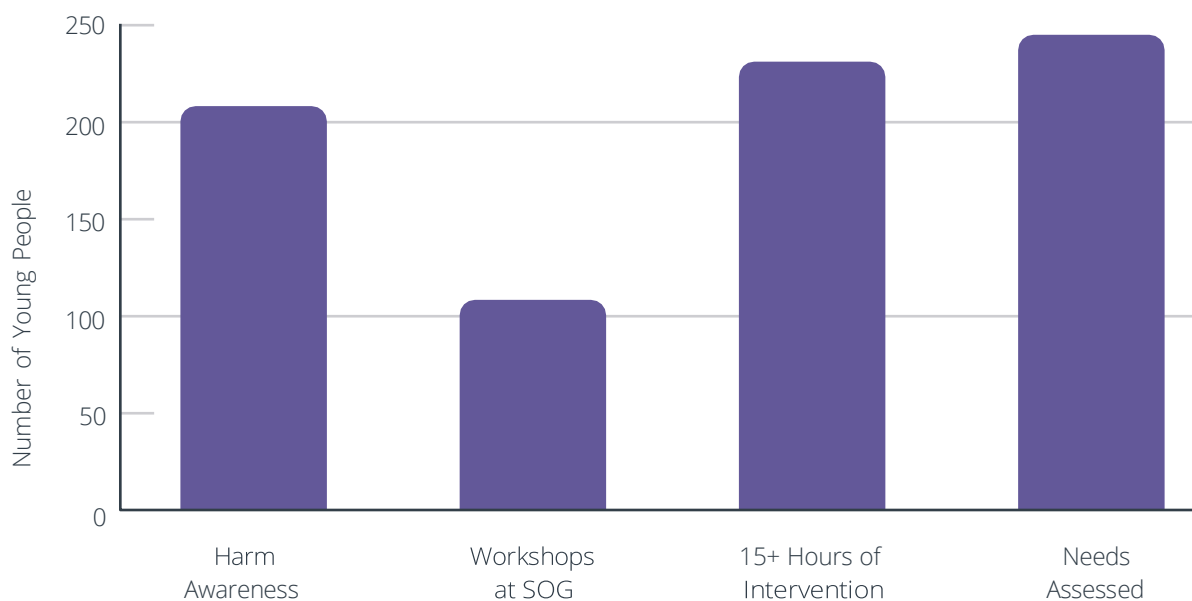
Progress to Planning

At the planning stage young people have begun to establish visions that represent tangible pathways for change. Alongside their Intervention Coach, our Employability team, and our FutureBuilder mentors, they begin to plan how their vision can be realised. this has included engagement in social action programmes to positively give back to Their communities, partnership with the People Speak to engage on the key subjects impacting their environments, and insight days with employers hosted at our creative space.

Across the 2023/2024 we have hosted 90+ harm awareness workshops on issues such as positive relationships, first responder training for stab wounds, rights-based workshops on Stop and Search procedures, and forums of discussion with local police officers. We have also career mentors from across a diverse range of industries. In year one, 55 young people availed of this service, growing to 64 in year two.

Alongside this, young people have engaged in the types of employability fairs typically reserved for university-level students. Taking place in our creative space, young people were able to meet with potential employers to explore opportunities and what it could take for them to secure them, whilst gaining insight into industries that may have seemed unattainable until now.

Programme Delivery



Examples of Delivered Workshops:

Workshop Type	Number of Young People Engaged
Creative Workshops	22
School Sessions	19
2x VAWG (Violence Against Women and Girls) Workshops	17

Across the year, we have facilitated a wide range of group workshops
In this section, in depth insight is offered into two examples of such sessions which included participation from 17 high risk young people

Violence Against Women and Girls (VAWG) Awareness Workshop

Project Focus: Empowerment and Awareness-Raising on VAWG
Facilitated by: Streets of Growth in collaboration with the UK Home Office
Date: February Half-Term 2025
Audience: Young women from the local community

Context and Background

During the February half-term holidays, Streets of Growth delivered a workshop in partnership with the **UK Home Office**, as part of a broader campaign to tackle **Violence Against Women and Girls (VAWG)**. The session specifically focused on raising awareness among young women in Tower Hamlets about **Female Genital Mutilation (FGM)**, **virginity testing**, and **honour-based abuse**—issues that disproportionately affect girls and women in marginalised and underrepresented communities.

Through a safe, well-facilitated dialogue, the session aimed to **inform, empower, and protect**.

Objective of the Session

The core objective was to **empower young women with information** about practices such as FGM, virginity testing, and honour-based violence. The workshop sought to ensure participants:

- Understand their **legal rights and protections** in the UK
- Are able to **recognise early warning signs** of abuse
- Know **how and where to access help and support**
- Feel safe and confident to engage in conversations around culturally sensitive issues with their intervention coach

Structure of the Session

The session featured an invited speaker—a nurse with specialised knowledge and frontline experience dealing with cases of FGM and related abuse. Her presence brought medical, legal, and emotional insight to the session and reinforced the importance of holistic care and safeguarding.

The speaker created a safe and respectful space for discussion, encouraging participants to ask questions and reflect on how these issues might relate to their own communities or peer groups.

Outcomes and Key Insights

- **Increased Awareness:** Girls reported gaining a better understanding of FGM, virginity testing, and honour-based abuse—including what they are, how they are justified in some cultures, and why they are illegal and harmful.
- **Knowledge of Support Systems:** Participants left with practical knowledge of who they can speak to, including their intervention coaches, school staff, healthcare providers, and national support services.
- **Empowerment Through Education:** The open and honest nature of the conversation enabled the girls to challenge harmful norms and feel more confident in recognising abuse—both in their own lives and in the lives of peers.
- **Safe Engagement:** The respectful facilitation and expertise of the guest speaker allowed for non-judgemental dialogue, which is essential when tackling deeply embedded cultural issues.

Recommendations for Future Practice

1. **Repeat and Expand Workshops:** Sessions like could be expanded with appropriate funding and facilitated across a range of spaces.
2. **Involve Trusted Professionals:** Hearing from qualified professionals such as nurses or safeguarding leads gives credibility and emotional safety to the conversation.
3. **Parental & Community Engagement:** Deliver parallel sessions or resources to help parents and community members understand these issues in a culturally sensitive and legally informed way.
4. **Follow-up Support:** Ensure that participants have access to continued support post-session from their intervention coaches.

Using Film to Facilitate Dialogue on Exploitation in Tower Hamlets

Project: *"If Only"* – Streets of Growth

Film Creators: Islah Abdur-Rahman & Mazzi Cuzzi

Contributors: Young carers engaged on one-to-one intervention coaching

Context & Background

"If Only" is a short film that explores the parallel experiences of **criminal exploitation** and **sexual exploitation** through the lens of two young people living in Tower Hamlets. The film's script was co-created in collaboration with young carers engaged at Streets of Growth and professional filmmakers Islah Abdur-Rahman and Mazzi Cuzzi. The storyline is rooted in real-life experiences drawn from young people currently or previously engaged on intervention coaching plans at Streets of Growth who were/are registered as young carers.

Since its premiere, *If Only* has been utilised across multiple **group intervention sessions**, serving as a catalyst to foster open dialogue among young people around criminal and sexual exploitation.

Overview of Group Intervention Sessions

Across three recent sessions held at Streets of Growth, the film was screened for groups of young people, followed by structured and open-ended discussions to unpack the film's themes and emotional impact. Each session was uniquely shaped by the contributions of the participants, yet some key insights and recurring themes emerged.

Key Themes and Participant Reflections

1. Sexual Exploitation and Language

A recurring and significant moment in one of the sessions involved a discussion around **sexual exploitation, sexual abuse, and rape**. When this theme came up, participants highlighted how deeply stigmatised and emotionally charged this subject remains among young people in Tower Hamlets, with cultural ties to themes of honour and patriarchy. Participants shared their perspectives on this subject and an open space for dialogue was generated that could be followed up by broaching this topic in one-to-one intervention coaching sessions. These sessions underscored the importance of creating spaces where **sensitive issues can be named and addressed safely**, with support from intervention coaches capable of following up with one-to-one coaching.

2. Emotional Connection and Authentic Representation

Many participants responded emotionally to the film, with several expressing that it **accurately reflected the reality of growing up in East London**. They felt seen by the story, and noted that it captured the **emotional, social, familial, and environmental pressures** they face daily. The film validated their lived experiences and gave them language and imagery to express what often goes unsaid.

3. Advice for Parents: Balancing Trust and Control

In one session, participants were asked what advice they would give to parents raising daughters. Their collective feedback emphasized the importance of **building trust** and giving young people a sense of **freedom**—but within **healthy boundaries**. The girls shared that while autonomy is important, so is feeling protected and cared for. Such insights offer valuable direction for Streets of Growth's wider work with families and caregivers whilst also affording young people the opportunity to reflect on their own relationships with parents/guardians.

4. School and Teacher Relationships

In another session, the conversation flowed into discussions around points of access to trusted adults beyond Streets of Growth. Young people discussed **school life and relationships with teachers**. One participant shared her journey from **disliking a teacher** to ultimately succeeding in that class, which led to a broader reflection on managing **challenging dynamics** in environments where authority figures are unavoidable.

Facilitators used this as an opportunity to discuss the importance of **emotional intelligence, resilience, and strategic navigation** of relationships that may not feel ideal but are necessary for growth and development.

Outcomes and Observations

- The film acted as a **powerful emotional trigger**, helping participants connect their personal experiences to wider social issues.
- Participants displayed sensitivity, **maturity and insight** when discussing complex themes such as exploitation, trust, and authority.
- Group discussions demonstrated that young people **value honesty, emotional safety, access to trusted adults, and peer validation**.

Recommendations for Future Practice

1. **Continue Using Film-Based Interventions:** The use of *If Only* has been highly effective in bridging emotional and social conversations with bespoke one-to-one intervention pathways.
2. **Develop Follow-Up Activities:** Providing participants with one-to-one support helped to deepen reflection on such sensitive topics and was crucial in furthering understandings of areas of need for young people often burdened with caregiving responsibilities that can distract from their own wellbeing.
3. **Parental Engagement Workshops:** Moving forward, parallel sessions for parents will be implemented, using young people's feedback to guide conversations on parenting approaches that foster trust and safety.

Advancing to Action

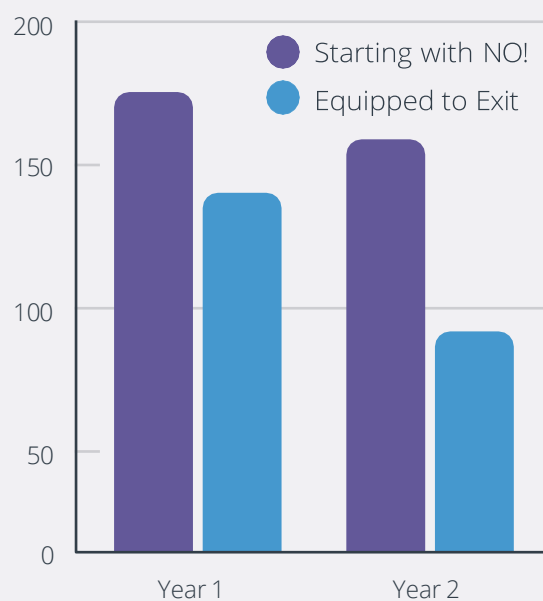


As young people begin to action their change, they have already built the resilience needed to change how they belong in their local communities. They have left their comfort zones whilst being supported by their Intervention Coach, at this stage however, they begin to do things for themselves independently. Partnerships with organisations like Berkeley Homes have seen young people progress to paid apprenticeships at this stage of their change journey, whilst for others it has been about navigating their way away from harm and potential entry into the criminal justice system. Alongside this, SOG identified a gap in the provision of bespoke aspirational career advice amongst some young people, particularly those who had recently left school.

As a result, we funded and created a mentoring programme that engaging young people with a professional partner from an industry of their choosing. To date, 80+ young people are engaged on this service.

Equipped to Exit

When young people come from our programme they are ready to independently continue their change journey without our support. As displayed in the images below, these young people become leaders in their community, and have progressed from 'NO!' to speaking in front of Home Office staff and even the Princess of Wales. 136 of the young people engaged on this programme were equipped to exit. As a grassroots organisation, some of our staff have come through our model to employment at the organisation.



Relapse

A core component of our model is the fact that relapse is a possibility at every step. When young people relapse into harm we re-engage them relentlessly so they do not stray from their change journey. However, it is often not as simple as considering the choices our young people are making. Criminal and sexual exploitation are all too often the driving forces behind the harm our young people are subjected to, yet we continue to frame these as a 'lifestyle choice' across the borough, particularly for those over 18.

For example, one young person engaged through the TIP was trafficked internationally this year due to street 'debts' accumulated in Tower Hamlets. This young person (19 years old) was kidnapped and forced to travel overseas as a mule for Class A drugs. Streets of Growth brought this to the attention of the police, adult social care, and the Home Office, but no one was willing to perceive the young person's victimhood and provide support. We were left to support the family (and the young person from afar) alone. Indeed a member of our team contacted the police before the young person had arrived at the airport with his 'handler', pleading for them to intervene.

Since the young person had an ongoing investigation into another matter, they were deemed a fugitive and support was not provided. This young man has complex learning needs and is a recognised victim of modern slavery, yet the continued victim-perpetrator culture in our statutory services meant that he has endured untold trauma.

Thanks to the tireless work of our team over 12 months, he was finally returned to the UK. However, threats to his life meant that his family had to be moved from the borough. Again, Streets of Growth were unable to foster partnership with any statutory bodies to help facilitate this, and were left to do it alone.

9 Weapons were handed to our team during the programme



Lifestyle?

Serious concerns continue with the exploitation of our young people in Tower Hamlets. Many of those we work with have been through severe victimising events, such as debt **bondage, forced labour, cuckooing and human trafficking**.

Despite this, the grooming these young people have been subjected to means they do not frame these events as victimising and do not self-identify as victims. This has serious consequences for the safeguarding of our children. For instance, when arrested for possession of drugs, they are asked by police if they have been forced to be involved in crime. However, this approach is naive. In many cases they are either too frightened to say “yes”, or have been convinced that their involvement is voluntary by elders in the community through a prolonged period of grooming. The seizure of drugs from these young people is also exacerbating the cycle of criminality, as they are held in further debt and forced to **commit more crimes to pay these off**.

After building a relationship for change with these young people, our team eventually hear from them of the force and coercion they are subjected to, and in some cases we have used the National Referral Mechanism to prevent them from entering the criminal justice system.

However, stronger relationships between the police and our service could bring significant change in these areas. Whilst we understand that the police must continue to pursue criminal lines of enquiry for drugs in our borough, this could operate alongside increased referrals to our service to better understand the young person behind ‘no comment’ interviews, and address the root causes of their continued involvement in crime.

Although there are ongoing issues, we have seen remarkable change in how we address sexual exploitation as professionals in the borough. A similar approach is needed for victims of criminal exploitation. We cannot arrest our way out of this problem and Streets of Growth calls for more collaborative working, and less reliance upon the victim- perpetrator divide when addressing the complex needs of these young people.

“They would still make me do it, but they would pay me to make it seem like it's voluntary, that i'm doing it out my own free will... I kept telling them look I don't wanna do this... they would come outta the blue and say, 'hold this' and I would say 'nah'. They'd say 'well you have to anyway. We're telling you. It's not a thing where you have a choice” (young person voice and lived experience

Environment

Although addressing environmental concerns is a key aspect of our Model, in many cases these are beyond the control of young people, and beyond the capacity of our team. We continue to work with young people who are perceived as at harm because they are constantly 'hanging about' in their estates.

Whilst we work with these young people to help them make the correct choices and stay safe in their context, in many cases they are 'hanging about' because they have no where else to go.

A number of our young people are living in overcrowded homes without their own space to do simple things like finish their homework. We have been to home visits with as many as 8 residents in a 2 bedroom flat.

These conditions combined with the prevalence of black economies in our deprived communities put our young people at unnecessary risk. Although we are now a contextual safeguarding borough, in practice the contexts our young people are growing up in make safeguarding extremely difficult.

"Poverty becomes the main issue... I would see other people in my school with money to actually eat and what not. Coming in with new designer clothes, new coats what not. In my head I would be thinking, how comes I can't have that?" (young person voice and lived experience)

Education & Employment

There have been positive examples of progression over the course of this contract when it comes to school exclusions. For instance, we have partnered with Central Foundation Girls' School to work alongside their safeguarding lead to prevent exclusion and increase mainstream reintroduction. 'The House' is a provision inside the school for pupils struggling to maintain a full timetable. Our team have supported 14 girls allocated here to complete their GCSEs this summer, despite fears that this would be impossible upon initial referral.

This partnership is a true representation of the potential of contextual safeguarding. Our Intervention Coaches built relationships with these pupils by running creative arts classes in The House, before this support transitioned to their home and community.

Through this, Streets of Growth were able to feedback to the school the reasons why these young people were struggling in class. By addressing these concerns and providing additional support through professional mentors and GCSE tuition, the pupils are now hopefully awaiting their GCSE results.

Through increased provision, this contextual safeguarding approach could be expanded to other schools across the borough. However, less encouragingly there are continued concerns with the high levels of unassessed special educational needs and disabilities amongst our young people. Frequently, these are also the young people most susceptible to exploitation, but again their behaviour has consistently been labelled as delinquent rather than as a symptom of potential unaddressed needs. The lack of access to the regeneration projects permeating their communities also fuels the black economy in Tower Hamlets. Our young people are not being offered enough career pathways, whilst opportunities to make money illegally are right outside their door.

Abdul's Lived Experience

When Abdul (not his real name) first came in contact with our services he had suffered significant personal loss. His mother had passed away, then his grandmother and grandfather passed shortly after. All of this happened in the course of a year and was further complicated by his father's ongoing health conditions. Abdul had assumed responsibility for the care of his father and his younger sister, a role he had grown accustomed to at this time in his teenage years providing care and support for his mother. Throughout this, Abdul received minimal support for his own grief.

These issues came at a crucial time in Abdul's education and took a toll on his capacity to perform in school. His grades and behaviour suffered, resulting in him being excluded from school having performed poorly in his exams. Abdul began seeking belonging elsewhere, socialising with older peers on his estate who coerced him into holding drugs for them. Abdul recalls being convinced by these peers that he was the man of the house now, and due to his poor academic achievements, this was his only option.

Interventions: Eventually Abdul was arrested and charged with possession of Class A drugs with intent to supply. Streets of Growth staff were already aware of Abdul through our previous work on his estate, which gave us a degree of credibility when trying to establish a relationship with him. In time Abdul revealed the extent of his struggles with his mental health, and that he was being criminally exploited, although this is not how he framed it at the time.

Streets of Growth have worked with Abdul to help him reframe his experiences and recognise his own vulnerability. In time, he took part in harm reduction workshops on criminal exploitation. This is where Abdul was able to identify that he was being groomed and exploited. He shared that he was not aware that this was happening, that he thought these people were trustworthy adults, looking out for him after his mother's passing. This disclosure enabled us to initiate the NRM (National Referral Mechanism). Through this, he has been identified as a Victim of modern slavery, which will be taken into account in the criminal justice system's response to his charges.

Family Support: Alongside 1:1 interventions across 12 months, staff have also sought to build a relationship with his family. This helped inform our understanding of Abdul's mental wellbeing with details of family histories of poor mental health. His father also revealed that their relationship had become strained since his mother's passing. We helped his father to perceive the grief Abdul was experiencing and to contextualise the shift in his behaviour. Through these sessions their relationship began to improve, and there has been a huge shift in how they communicate with one another.

Abdul Now: Since Abdul's engagement with Streets of Growth, he has participated in multiple intervention sessions, social action programs, pre-employability workshops, and work experiences. Abdul has a positive attitude to change and has grown more confident and resilient. He has found a passion for driving and has passed his theory and practical test. With support from one of our professional mentors, Abdul successfully completed a youth enterprise programme with a local organisation and won £ 300 to start his business in chauffeuring.

While he works on building his business, Abdul is actively applying for apprenticeships and taking part in our pre-employability workshops to continue to upskill himself. Abdul is continuing to work towards making his home a safe space for his dad and his sister, whilst understanding that he must have time for himself in the midst of his responsibilities. Abdul can recognise healthy friendships and has managed to sever ties with those who were exploiting him.

We are continuing our ongoing support for Abdul as he has told us he is not yet ready. However, Abdul has shown significant progress through the support of Streets of Growth, overcoming numerous challenges and making strides towards a positive future. Continued support and intervention are essential to maintain this path and ensure long-term success and wellbeing for him and his family.

Hidden Young Carers Programme

Over the last four years, Streets of Growth has developed the young carers programme within its Intervention model, actively seeking out young people whose caregiving responsibilities have flown under the radar. Our Intervention Coaches are proud to have worked with 82 young carers this year, providing wraparound support tailored to their needs. Depending on their circumstances, they have engaged in one-to-one intervention coaching, group workshop sessions, employability training, and/or career mentoring.

Young carers face various challenges, including:

- Intergenerational differences between first-generation migrant parents and UK-born children, acting as translators for parents in housing, benefit needs, and everyday tasks.
- Exposure to domestic violence and poor parental mental health, providing emotional support.
- Death of a parent, providing emotional support.
- Parents working multiple jobs, raising siblings.
- Familial cycles of need, such as parental drug/alcohol addiction, adolescent pregnancy, and parents in the criminal justice system.
- Living in multi-generational and overcrowded homes, providing care to grandparents and siblings.
- Stepping into provider roles due to parental illness, imprisonment, death, or poverty.
- Exploitation in provider roles, both criminally and sexually.
- Sibling mental health and SEND needs, providing support.

These needs often overlap, placing pressure on young carers. We recommend broadening the definition of 'young carer' to recognize the diverse challenges they face. The discourse around young carers is evolving, with professionals recognizing more nuanced vulnerabilities related to generational trauma, parental mental health, and sibling learning needs. It is promising that these areas are increasingly identified and help shape the support provided.

However, gaps in knowledge remain regarding the impact of caregiving responsibilities on exposure to wider harms. Criminal exploitation of children in the UK has been framed within the language of county lines, focusing on human trafficking to expand drug distribution networks. In Tower Hamlets, this framing does not always apply. Close-knit community relationships often lead to young people becoming caregivers and providers.

This year, we have seen more young people leveraged into criminal exploitation due to harms within their homes and families. As children are forced to financially contribute to difficult situations, gaps are filled by community elders. Multiple children have been approached by adults aware of their vulnerabilities and caregiving responsibilities, using these as hooks. These hooks often transition into forced criminality through debt bondage and labor exerted under threat or force, linked to knowledge of the child's family circumstances.

Young carers' status as providers is preyed upon in a hyperlocal context, often unseen in the wider framing of criminal exploitation as a county lines issue. In Tower Hamlets, community relationships are used within the borough's drug trade to provide 'solutions' to the needs of young carers. Professionals need a nuanced understanding of the relationship between caregiver status and exploitation risks. Consistent and relentless engagement is required to intervene at reachable moments often preyed upon by adults seeking to recruit children into crime.

Other Notable Achievements

We have continued to increase our engagement with highly vulnerable young women experiencing criminal sexual exploitation and grooming. In 2023/24 our Inspire Talent programme for young women has successfully worked with 73 young women who have demonstrated significant progress in terms of lifestyle risk and mental and emotional wellbeing.

Inspire Talent has been evolving since 2021; using an evidence based 'multi-mentoring' approach to build mindsets for success in young people, particularly Bangladeshi females. To complement the intensive transitional youth coaching offered by SG's core programme; previous Propel investment enabled SG to develop and provide every YP additional 'FutureBuilder' (volunteer led) careers guidance within the programme – from a relatable professional working in their field/career of interest.

FutureBuilder volunteers support YP with career guidance/mapping, CV development, work experience opportunities, and insight sharing/networking events. As outlined, we now have over 100 volunteers engaged from across diverse industries, including from prestigious partners such as Berkeley Homes and Sir Robert McAlpine, and many 'alumni' from SG's own programming who have overcome disadvantage to build successful careers. With NDYP and Propel funding, we have already supported 360 YP through FutureBuilder mentoring, and local schools (especially Y11–13 teams) have embraced the model for its clear impact on students who are at a critical transition point.

In response to local young women expressing their interests in exploring entrepreneurship, throughout November and December 2023 the programme supported them to take part in several local 'makers markets' to sell hand made merchandise including jewellery, clothing and accessories.



Demand for our programming from local schools continued to grow, and we throughout the period we delivered regular sessions in schools across Tower Hamlets, including Central Foundation, Swanlea, Oaklands and Morpeth schools.

Funders 2023 to 2024

On behalf of the young communities it supports, Streets of Growth would like to express thanks and gratitude to its valued supporters, and particularly to:

- AB Charitable Trust
- Berkeley Charitable Foundation
- Big Give
- Broadgate Foundation
- Canary Wharf Group Community Grants
- Charles Hayward Foundation
- Esmée Fairbairn Foundation
- Field Family Trust
- Garfield Weston Foundation
- HeadStart Action
- Hedley Foundation
- Impetus
- Lloyds Bank Foundation
- London Borough of Tower Hamlets
- London Youth
- Mace Group
- Maria Marina Foundation
- Mayor of London's Violence Reduction Unit
- Mayor of London Propel / New Deal for Young People
- Mayor of London GLA STEAM and Uplift Grant New Deal for Young People
- Mayor of London No Wrong Door Innovation Fund
- St James and St William Teams
- Tower Hamlets Homes
- Westfield Foundation for Future London

Donations and other unrestricted income:

Special thanks to, Raffaella Cooper, David Tourle (Chime Global) and the Charity Services with the generous support from an anonymous donor.

A big thank you and appreciation to our valued Charity Partner St James and St William teams whose fundraising and support have been overwhelmingly and a positive significant impact by providing funds that would normally take us months and months to raise. The staff of St James and St Williams along with the wider Berkeley teams have not only helped us to 'keep the lights on' but also enabled us to plan for the future and enhance our impact on vulnerable and at-risk young people and families.

St James

Designed for life

St William

Designed for life

Other Supporters

A special thank you to Unite Students who have provided invaluable in-kind support and expertise over the last year as we transition and deliver from the Hayloft Space we look forward to developing the partnership as we grow the community and cultural plan in the theatre and heritage Epi Centre.



Financial Overview

The total surplus for the year to 31 August amounted to £1,763 represented by £743 in unrestricted funds and £1,020 in restricted funding. The total reserves at the year-end stood at £618,939 of which £499,159 were represented by restricted funding, the balance of £119,780 being unrestricted. All restricted funding in the surplus is allocated for spend in 2024/2025 and has been agreed with appropriate funders.

These results, particularly regarding restricted funds, are higher than expected and stem mainly from two areas. Firstly, we anticipated that accommodation costs at Hayloft Point would be higher than they turned out to be. This is due to the generosity of our landlord, Unite, which meant Streets of Growth did not have to cover all overhead costs, such as utilities and other building expenses. However, in 2024/2025, we expect higher overhead costs as our new space grows, and we will take on an increased proportion of the building's running costs.

The second reason, already discussed in the risk and mitigation section, has been an ongoing issue for Streets of Growth in 2022/2023 and continued into 2023/2024. We struggled to recruit the frontline staff we had planned for. Our pool of viable candidates remained inadequate, compounded by the fact that we were also competing for candidates alongside a full-scale Local Authority recruitment campaign for the youth sector, leading to challenges in maintaining workforce capacity. While our small specialized intervention coaches have consistently delivered high-quality work, there remains a pressing need to expand our workforce to achieve our engagement goals with high-risk young people and sustain ambitious programming for vulnerable youth. At the time of writing this report, we have implemented several mitigation plans, including onboarding one new frontline support worker and two new Intervention Coaches who will join in early 2024/2025. Additionally, we have recruited and onboarded an Operations Manager who has worked alongside the CEO on recruitment, improving our recruitment processes. This has led to an increase in applications from appropriately qualified candidates, thanks to improved social media communications.

We now have a robust recruiting, onboarding, and retention program for frontline staff, and we have a strong frontline team moving forward.

Reserves

Streets of Growth current unrestricted reserve is £119,037.

The trustees have established a general reserves policy to ensure that Streets of Growth can continue its' work and manage the impact of any unplanned fluctuations in the value of its net income. Reserves provide protection to the charity and its activities and could provide 'breathing space' to adjust to changing financial circumstances.

Streets of Growth reserve policy 2024/25 will have a focus on increasing our unrestricted funding and strengthening our reserves with a three-month buffer. This will be raised via an implemented financial and fundraising plan.

Directors Overview

No directors held an interest in the Company as the Company is limited by guarantee and does not have share capital.

Directors Insurance

The Charity's insurance includes cover for the trustee's indemnity insurance, but a separate premium cannot be attributed to it.

Organisational Targets

1st September 2024 to 31st August 2025

Again, the dedication of staff, volunteers and trustees have ensured that the Charity continues to reach out and engage with the most vulnerable and high-risk young people in our communities of Tower Hamlets. To ensure that the Charity continues to develop and grow we have set the following targets.

1. To ensure that the financial year ends of 31st August 2025 ends in surplus, with a secured income over the next two years of c £700,000 with a focus on increasing our unrestricted funding and strengthening our reserves. This will be raised via an implemented financial and fundraising plan.
2. To expand our workforce capacity both in relation to increase our current frontline staff capacity and to increase back of office staff to improve operational delivery.
3. To raise the profile and brand of Streets of Growth as an intervention specialist in the field of harm reduction.
4. On-going implementation of robust evaluation and impact measurement framework.
5. To develop social business at new Hayloft space to increase income generation and work placement opportunities for young people.

Assessment of Ongoing Concern

Streets of Growth activities, together with factors likely to affect its future development, performance, and positions are set out in this report. The financial position of Streets of Growth is reflected on the balance sheet of the 2024/2024 accounts report.

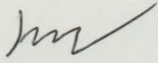
The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. This included an assessment of the possible effects of the current Cost of Living crisis on the charity's activities. The Trustees have made this assessment in respect to a period of one year from the date of approval of these financial statements. The Trustees of Streets of Growth have concluded that there are no material uncertainties related to events or conditions that cast significant doubt on the ability of the Charity, to continue as a going concern. The Trustees are of the opinion that the Charity, will have sufficient resources to meet its liabilities as they fall due.

Strategic Report Exemption

Streets of Growth qualifies as a small charitable company under section 419(2) of the Companies Act 2006 and has taken advantage of the exemption in preparing a Strategic Report.

Provision of Information to Independent Examiner: The trustees have prepared this report in accordance with the special provision of the Companies Act 2006 relating to small companies and the statement of recommended practices – Accounting and Reporting Charities (SORP 2005 SORP FRS 102)

Approved by Streets of Growth Board of Trustees and signed on behalf of the Board of Trustees

A handwritten signature in black ink, appearing to be 'Rakesh Sund', written in a cursive style.

Rakesh Sund

Date: 19/05/2025



Streets of Growth

Independent examiner's report to the trustees of Streets of Growth Limited

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 August 2024 which are set out on pages two to seven.

Respective responsibilities of trustees and examiner

The trustees (who are also directors of the company for the purposes of company law) 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 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 charity'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.

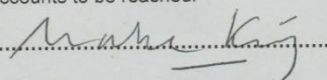
Independent examiner's statement

I confirm that I am qualified to undertake the examination of the Company because I am a member of the Association of Chartered Certified Accountants which is one of the listed bodies in section 145 of the 2011 Act.

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

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records ; or
3. the accounts do not comply with relevant 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
4. the accounts have not been prepared in accordance with the methods and principles of the Statement 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.

Signed Mark King.....

Mark King B.Sc (Hons) F.C.C.A. - reporting accountant

Date .. 31/01/2025

Streets of Growth Consolidated Statement of Financial Activities
(Incorporating an Income and Expenditure Account)
Year ending 31 August 2024

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £		
Income and Endowments from:-							
Donations, legacies and grants	3	288,905	397,390	686,295	763,287		
Trading income	4	710	-	710	2,345		
Total Incoming Resources		289,615	397,390	687,005	765,632	(78,627)	-0.1027
Resources Expended							
Fundraising costs of grants and donations		-	45,680	45,680	42,126		
Charitable activities		288,872	345,268	634,140	516,237		
Governance costs		-	5,422	5,422	4,037		
Total Resources Expended	6	288,872	396,370	685,242	562,400	122,842	0.21842
Net incoming resources		743	1,020	1,763	203,232		
Total funds brought forward		119,037	498,139	617,176	413,944		
Total funds carried forward		119,780	499,159	618,939	617,176		

The statement of financial activities includes all gains and losses recognised in the year.
All incoming resources and resources expended derive from continuing activities.
The notes on pages four to seven form part of these accounts

Streets of Growth

Balance Sheet as at 31 August 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed Assets					
Tangible assets	12		15,231		20,003
Current assets					
Debtors	13	6,666		32,080	
Cash at bank		667,797		654,207	
		<u>674,463</u>		<u>686,287</u>	
Liabilities					
Creditors falling due within one year	14	(13,755)		(12,614)	
Deferred income	15	(57,000)		(76,500)	
		<u>(70,755)</u>		<u>(89,114)</u>	
Net current assets			<u>603,708</u>		<u>597,173</u>
Net assets			<u>618,939</u>		<u>617,176</u>
The funds of the charity					
Restricted income funds			499,159		498,139
Unrestricted income funds - general			<u>119,780</u>		<u>119,037</u>
Total charity funds	16		<u>618,939</u>		<u>617,176</u>

For the year ending 31 August 2024 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

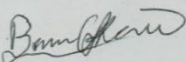
The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

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

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

The notes on pages four to seven form part of these accounts

Signed: 

Name: Brian Manu-Gyamfi (Treasurer)

Approved by the trustees on ..03/02/2025.....

Streets of Growth

Cash Flow Statements - 2024/23

	2024 £	2023 £
Cash Flows from Operating Activities		
Net surplus for the reporting period	1,763	203,232
Adjustments for :		
Depreciation charges	16,976	13,925
Decrease/(increase) in debtors	25,414	(32,080)
(Decrease)/increase in creditors	(18,359)	(3,105)
Net cash generated by operating activities	25,794	181,972
Cash Flows from Investing Activities		
Purchase of tangible fixed assets	(12,204)	(4,747)
Change in cash and cash equivalents in the reporting period	13,590	177,225
Cash and cash equivalents at the beginning of the reporting period	654,207	476,982
Cash and cash equivalents at the end of the reporting period	667,797	654,207
Analysis of Cash and Cash Equivalents		
Cash in hand	<u>£ 667,797</u>	<u>£ 654,207</u>

Streets of Growth - year to 31 August 2024

Notes to the accounts

1 Accounting Policies

a) Basis of preparation

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006. The financial statements have been prepared under the historical cost convention, with the exception of investments (if any) which are included at market value, as modified by the revaluation of certain assets.

b) Incoming resources

Voluntary income including gifts, donations and grants are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Deferred income represents amounts received for future periods and is released to incoming resources in the period for which it has been received. Any investment income is recognised on a receivable basis.

c) Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees. Restricted funds are funds subject to specific trusts which may be declared by the donor(s), or with their authority, but still within the objects of the charity. Restricted funds may be restricted income funds, which are expendable at the discretion of the trustees in furtherance of some particular aspect(s) of the objects of the charity, or they may be capital funds, where the assets are required to be invested, or retained for actual use, rather than expended.

d) Resources expended

Expenditure is recognised when a liability is incurred. Costs of generating funds are those costs incurred in attracting grant income. Charitable activities include both the direct costs and support costs relating to those activities. Governance costs include those costs incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

e) Tangible fixed assets

Tangible fixed assets are depreciated at 25% of their cost on a straight line basis. Their estimated useful life is four years.

f) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern for the foreseeable future.

g) Volunteers' services

The value of services provided by volunteers is not incorporated into these financial statements.

2 Legal status of the Charity

Streets of Growth is constituted as a company limited by guarantee.

Streets of Growth - year to 31 August 2024

Notes to the accounts

3 Donations, legacies and grants

	2024 Unrestricted £	2024 Restricted £	2023 Total £
Osmani Trust - VRU MY Ends Grant _ Better Bethnal Green	53,920	-	186,732
Tower Hamlets Homes Grant	-	37,500	119,965
Lon. Bor. of Tower Hamlets - Supporting Families Contract	-	94,583	91,134
Lon. Bor. of Tower Hamlets - Targeted Intervention Programme	-	18,750	-
Lon. Bor. of Tower Hamlets - Mayor's Community Fund	-	13,333	-
Lon. Bor. of Tower Hamlets - Young Carers Contract	-	15,000	22,500
Greater London Authority - Mayor of London	-	30,498	60,908
London Youth	-	32,986	50,989
National Lottery Million Hours Fund	7,500	-	-
Vanguard Foundation	-	-	24,930
BBC Children in Need	21,909	-	22,409
London Community Fund/British Land	-	19,902	-
Westfield Foundation for Future London	-	-	19,960
East London Business Alliance	-	846	18,130
The William Wates Memorial Foundation	9,000	-	18,000
East End Community Foundation	-	7,000	18,000
Esmee Fairburn Foundation	50,000	-	-
The Portal Trust	-	-	16,040
Impetus - The Private Equity Foundation	75,000	-	-
AB Charitable Trust	-	-	15,000
Garfield Weston Foundation	-	-	15,000
Charles Hayward Foundation	-	25,000	-
Ashley Family Foundation	-	-	10,000
Woodroffe Benton Foundation	-	-	10,000
Mace Foundation	-	15,000	-
Trusthouse Charitable Foundation	-	-	9,250
National Foundation of Youth Music	-	-	9,010
Hedley Foundation	-	4,950	-
Merchant Taylors' Foundation	-	-	5,000
Canary Wharf Group	-	-	5,000
Lloyds Bank Foundation	54,750	-	5,000
Donations and other unrestricted income	7,658	-	3,297
UK Lottery - Million Hours	-	-	2,500
Chime Global	-	-	2,000
Sports England	-	2,940	-
Westfield Foundation for Future London	-	23,628	-
Macquarie Bank	822	-	1,231
Mazars' Charitable Trust	-	-	1,000
Mayor of London - New Deal for Young People	-	45,087	302
The Berkeley Foundation	-	7,502	-
WAW Community CIC	-	1,070	-
The Field Family Charitable Trust	3,000	-	-
St James's Place Charitable Foundation	-	1,815	-
The Charity Service	5,000	-	-
Diverse Dining	125	-	-
Artichoke Trust	221	-	-
	£288,905	£397,390	£763,287

Trading income

- 4 Trading income arises primarily from consultancy income, rental income and the activities of the Turning the Tables' enterprise.

Fundraising costs

- 5 Fundraising costs are estimated as a proportion of the remuneration of staff engaged on fundraising activities.

Streets of Growth - year to 31 August 2024

Notes to the accounts

6 Resources expended on charitable activities

	#	#	2024	2023
			£	£
Salaries, tutor and consultants			554,284	411,768
Rent, service charges and other overheads			61,606	41,329
Telephone and internet			3,137	2,333
Costs of activities			66,215	106,970
			<u>£685,242</u>	<u>£562,400</u>

7 Governance costs

Governance costs are estimated as a proportion of the remuneration of the chief executive.

8 Trustees' Remuneration, Expenses and Benefits

There were no trustees' remuneration, expenses or other benefits paid for the year ended 31 August 2024 nor for the year ended 31 August 2023.

9 Analysis of Staff Costs

	2024	2023
	£	£
Salaries and wages	401,603	298,036
Tutors and consultants	83,737	77,252
Social security *	40,863	16,390
Pension costs	28,081	20,090
	<u>£554,284</u>	<u>£411,768</u>

* net of Employer's NIC Employment Allowance and Statutory Maternity (and Paternity) Pay credits.

Pension costs represent the contributions payable during the year. The pension scheme is a defined contribution scheme with the Charity paying contributions of 8% of salaries. No employee received emoluments of more than £60,000.

10 Average Full-Time Employees

The average number of full-time equivalent employees during the year was 11 (2023: 10).

11 Movement in total funds for the year

This is stated after charging £16,976 in respect of depreciation (2023: £ 13,925).

12 Tangible fixed assets

	2024	2023
	£	£
Cost: as at 1 September	84,364	79,617
additions in year	12,204	4,747
	<u>96,568</u>	<u>84,364</u>
Depn: as at 1 September	64,361	50,436
charge for year	16,976	13,925
	<u>81,337</u>	<u>64,361</u>
Net book value:		
as at 31 August	<u>£15,231</u>	<u>£20,003</u>

Streets of Growth - year to 31 August 2024

Notes to the accounts

13 Debtors

At the year end there was £ 6,666 due to the Company in respect of accrued income (2023: £ 32,080).

14 Creditors

The creditors total of £13,755 which is payable within one year, is in respect of accrued expenses (2023: £12,614).

15 Deferred Income

Deferred income, representing amounts received from funders but not yet expended on activities, stood at £ 57,000 at the year end (2023: £ 76,500).

16 Analysis of charitable funds

Analysis of unrestricted fund movements

	Balance at 1 Sept 2023 £	Incoming Resources £	Resources Expended £	Balance at 31 Aug 2024 £
General fund	119,037	289,615	(288,872)	119,780

Analysis of restricted fund movements

	Balance at 1 Sept 2023 £	Incoming Resources £	Resources Expended £	Balance at 31 Aug 2024 £
Charitable activities	498,139	397,390	(396,370)	499,159

17 Analysis of net assets between funds

	General Fund £	Restricted Fund £	Total £
Tangible fixed assets	-	15,231	15,231
Cash at Bank	119,780	548,017	667,797
Other net current assets	-	6,666	6,666
Creditors and deferred income	-	(70,755)	(70,755)
Net assets at 31 August 2024	119,780	499,159	618,939