



Annual Report
2023-24
Charity: 1148743

BEAT ROUTES
Youth Arts Collective



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Annual Report
2023-2024

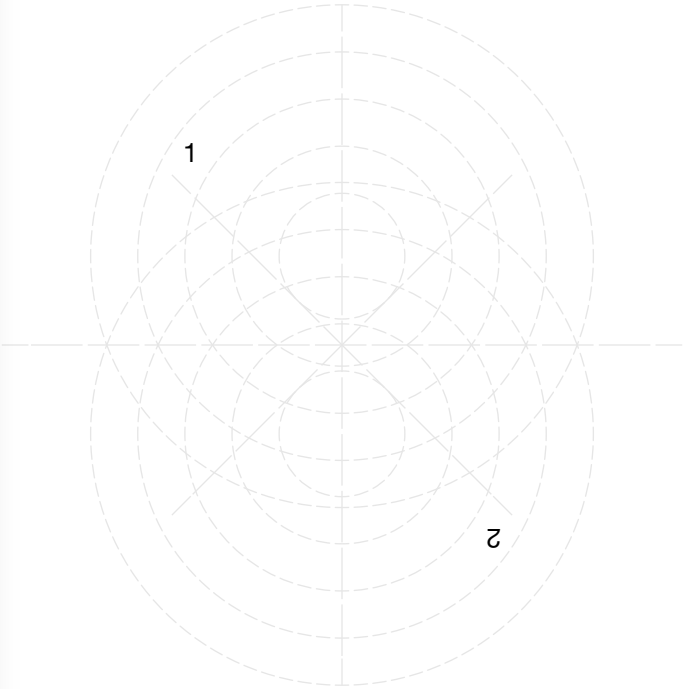
The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

ANNUAL REPORT

- The Chair's Message
- Reference and Administration
- Structure, Governance and Management
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- The Need, The Impact and The Outcomes
- Case Study
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ANNUAL ACCOUNT

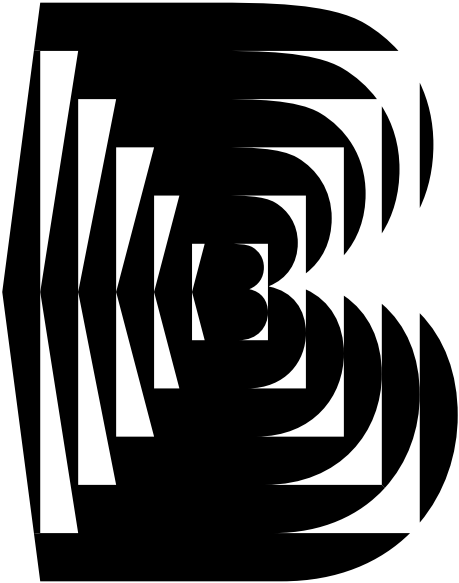
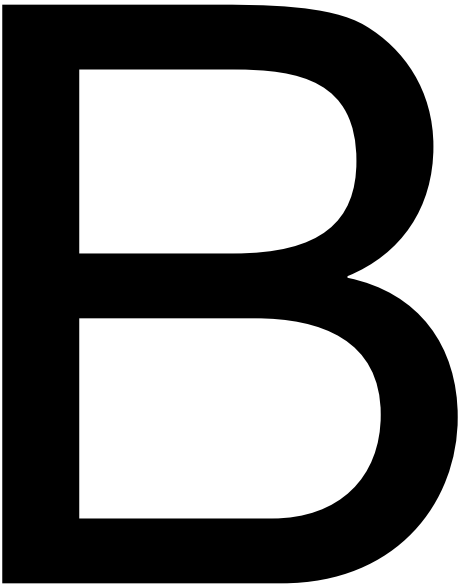
- Report of the Independent Examiner
- Statement of Financial Activities
- Statement of Financial Position
- Notes to the Financial Statements



formal

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fluid/vibrant







Events this year included the Beat Routes Summer event, which provided a platform for talented young people to showcase the skills they had acquired through the workshops they had attended, and Safe and Sound, for which the charity collaborated with Artsworld and the Together As One to provide over 150 young people with the opportunity to talk about the activities that are on offer in their community and to discuss the impact of knife crime.

A huge amount of time and effort has gone into fund-raising. The charity is currently receiving multi-year funding from Children in Need, Youth Music, Henry Smith and the Edward Gostling Foundation, which has invited Beat Routes to become a legacy partner. Grants for 2023-24 were also awarded by the Berkshire Community Foundation, Heathrow, the Clothworkers' Company and the Arts Council. Applications for others, such as BCF and Children in Need, have been submitted and we await a response.

The board of trustees is very grateful to all Beat Routes practitioners and volunteers for their exceptional work over the past year.

Francis-Christian Parham
Chairman of the Trustees



The Chair's Message

This year, Beat Routes once again delivered a range of engaging creative workshops, its vital apprenticeship scheme and invaluable mentoring sessions. In an area where over 20% of the population is living in poverty and over 65% of the young people participating in the charity's activities start their time with Beat Routes by saying that they suffer from a lack confidence, low self-esteem and anxiety about the future, the impact data speaks for itself: of the 75% who reported having mental health issues, 100% of them reported that Beat Routes activities in 2023-24 had helped them tackle and manage their specific issues; of the 75% who felt their social/communication skills were poor, 60% of them reported they had seen a marked improvement over the year in communicating with others, both inside and outside of the sessions; and 97% of the participants said they had learned a new creative skill over the course of the year, such as music production, playing an instrument and songwriting.

Reference and Administration

- Charity Name BEAT ROUTES
- Charity Number 1148743
- Principal Office 11 Rayners Close
Colnbrook
Slough
Berkshire
SL3 0LH
- The Trustees Ms Shante Hudson
Mr Gordon Klass
Mr Alan Page
Mr Francis Christian Parham
Ms Dayna White
- Bankers HSBC
- Payroll WESTCOTTS
- Fundraiser In-house fundraising by
the Project Coordinator,
plus independent fundraising
support from Tabitha Allum.
- Accountants Catherine Williams
WESTCOTTS
Chartered Accountants
47 Boutport Street
Barnstaple
Devon
EX31 1SQ

Structure, Governance and Management

- *Governing Document* •• Beat Routes is a registered charity (1148743) since 2013.
 - *Appointment of Trustees* •• Trustees are nominated by serving members of the Board and are appointed at the quarterly Trustees Meetings.
 - *Observers* •• Board of Trustee Meetings are attended by the Project Manager and Project Coordinator, with other team members regularly invited to share the work they've been delivering.
- All trustees give their time voluntarily and receive no remuneration or other benefits.

RISK MANAGEMENT

Beat Routes and its trustees commit to regularly reviewing and assessing the risks faced by their charity in all areas of its work and plan for the management of those risks. Risk is an everyday part of charitable activity and managing it effectively is essential if the trustees are to achieve their key objectives and safeguard their charity's funds and assets.

The charity's risk management policy outlines the basic principles and strategies that can be applied to help Beat Routes manage its risks. This helps trustees set a risk framework that allows them to:

- A identify the major risks that apply to their charities
- B make decisions about how to respond to the risks they face
- C make an appropriate statement regarding risk management in their annual report

Staff and volunteers undergo safeguarding training in Child Protection, Safeguarding, Health and Safety and First Aid. All those leading direct work with young people are checked through the Disclosure and Barring Service (DBS)

LIST OF POLICIES
(updated yearly)

Specific policies and procedures Beat Routes have in place:

- Anti-Bullying
- Becoming a Charity Trustee
- Capitalisation
- Child Protection
- Code of Conduct for Staff and Volunteers
- Comments, Compliments and Complaints
- Confidentiality, Data Protection and GDPR
- Conflict of Interest
- Dealing with Disclosures or Concerns About a Young Person
- Disciplinary Procedure
- E-Safety
- Equality, Diversity and Inclusivity
- Equal Opportunity
- Environmental Sustainability Policy
- Expenses Claim Form
- Feedback Procedure
- Financial Management
- Fundraising Promise
- Gift Aid Declaration
- Health and Safety
- Managing Risk
- Media Relations
- Photography and Recordings
- Physical Contact
- Quality Assurance
- Recorded Media Policy and Consent Forms for Young People
- Recruitment and Selection
- Reserves Policy
- Risk Assessment
- Risk Assessment Form
- Safeguarding
 - Safeguarding leads:
 - Spencer Lowe
 - and Dayna White
- Staff and Volunteer Supervision
- Staff Grievance
- Staff Sick and Absence
- Staff Training and Development

- Volunteer Agreement
- Volunteer Complaints
- Volunteer Expenses
- Volunteer Recruitment
- Whistleblowing Policy and Procedure
- Working From Home
- Working with Children.

All policies are reviewed (and amended if necessary) each year in the month of January.

Beat Routes Charitable Objects

OBJECTIVES AND ACTIVITIES

To act as a resource for young people aged 11 to 25 living in Slough, London and the South West (but not limited to these areas), by providing advice and assistance and organising programmes of creative, educational and other activities as a means of:

A advancing in life and helping young people develop their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals. Providing activities to encourage young people to show an enhanced respect, not only for their peers and the environment they live in, but also for their elders and their heritage.

B advancing the education of young people and developing their mental, physical and moral capabilities through creative activities.

C relieving unemployment.

D providing activities, creative and otherwise, in the interests of social welfare for young people who have need by reason of their age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life.

E promoting social inclusion for the public benefit by preventing young people from becoming socially excluded, relieving the needs of those young people who are socially excluded and assisting them to integrate into society.

•• *For the purpose of this clause ‘socially excluded’ means being excluded from society, or parts of society, as a result of one or more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).*



Programme — Fine Futures

Our programme, *Fine Futures*, runs five evenings per week and is comprised of four mutually-supportive strands for young people:

- Weekly Creative Workshops · including choir, song-writing & visual arts.
- Paid Apprenticeships · empowering young people to assist with workshop delivery & develop their artistic & leadership skills.
- Weekly One-to-One Mentoring · sessions which help young people overcome personal challenges & obstacles & improve their self-esteem & resilience.
- Creative Horizons · young people's own performance events, options to achieve an Arts Award qualification & a programme of visits to cultural organisations.

Together, these activities aim to:

- Stimulate our young people's personal expression and creativity
- Increase confidence, self-esteem and self-motivation
- Support teamwork and leadership skills
- Encourage the development of new friendships and a sense of belonging
- Combat mental health issues and reduce isolation.

CREATIVE WORKSHOPS

This video captures various elements of our creative workshops: Songwriting, Choir & Visual Arts
<https://www.youtube.com/watch?v=YuSoWB1bR-k>

Our ambitious and structured programme of workshops has themes including:

- *Music Production*: sessions offer expert guidance and hands-on support, covering a range of topics including Digital Audio Workstations (DAW) and music

hardware such as drum machines, analogue synthesisers, and effects units. Participants learn how to create music from scratch, explore different styles and techniques, and develop their unique sound. These sessions foster creativity, encourage collaboration and teamwork and provide opportunities for personal growth and skill development.

- *Song-Writing*: a comprehensive learning experience covering essential elements such as lyric-writing, rhythm, harmony, and melody, as well as recording, marketing, and publishing rights. With practical assistance, participants develop their songwriting skills and gain an understanding of the music industry, nurturing creativity and building confidence.

- *DJ Skills*: a fun and educational workshop, providing a unique opportunity for participants to learn the fundamentals of DJing, explore different dance music genres, and develop their skills.

- *Spoken Word and Creative Writing*: a supportive and engaging learning experience encouraging self-expression and creativity through writing exercises and prompts. With expert guidance and hands-on support, participants will develop their writing skills and gain confidence in their ability to express themselves through the written word. These workshops provide a safe and inclusive space for young people to connect with others and explore their creativity.

- *Rap Room*: this has strong links to our spoken word session giving a platform for self-expression and creativity through rap music. Participants explore different rap styles and techniques, learning how to write and perform their own raps with professional mentoring and hands-on support. These sessions foster confidence, creativity, and teamwork, offering a safe and inclusive space for young people to connect with others who share their passion for rap music.

- *Visual Arts*: a space for participants to explore different art forms and techniques. With expert guidance and practical assistance, participants develop their skills and creativity through painting, drawing, sculpture, and other visual arts media. These sessions

encourage and support self-expression, imagination, and collaboration, creating a safe and inclusive environment for young people to connect with others who share their passion for the visual arts.

- *Photography and Filmmaking*: a hands-on learning experience, providing participants with the opportunity to explore different techniques and styles in photography and filmmaking. With expert guidance, participants learn how to use equipment, edit footage, and develop their storytelling skills. These sessions foster creativity, imagination, and collaboration, providing a safe and inclusive space for young people to connect with others who share their passion for visual media.

- *Becoming a Professional Creative*: our workshops for young people in how to present and manage yourself when embarking on a creative career provide practical guidance and support, helping participants to develop the skills they need to succeed in the creative industry. With expert advice on self-promotion, networking, and career planning, these workshops equip participants with the tools they need to navigate their chosen field with confidence. These sessions foster self-awareness, professionalism, and strategic thinking, providing a safe and inclusive space for young people to connect with others who share their creative aspirations.

- *Mindfulness and Meditation Sessions*: Run by a local expert, these weekly sessions have supported young people with their emotional regulation. They are learning valuable skills of self-compassion and self-belief which will stand them in good stead for other areas of their life now and in the future.

We're passionate about showcasing the incredible achievements of our young people. Alongside our regularly updated website, we've expanded our social media presence to amplify their work. Our Beat Routes YouTube channel, Instagram, and TikTok account, all led by our enthusiastic young people, spotlight their creative outputs which demonstrate the above. All of our channels can be found here:

- Website beatroutes.co.uk
- Instagram [instagram.com/beat_routes](https://www.instagram.com/beat_routes)
- TikTok [tiktok.com/@beat_routes](https://www.tiktok.com/@beat_routes)
- Youtube [youtube.com/channel/UCIkS-DWP-8ET4k1d1W4o4LDQ](https://www.youtube.com/channel/UCIkS-DWP-8ET4k1d1W4o4LDQ)

An example term schedule that took place in Slough during the year looked like this:

• Monday	Community Choir	2
	Music Tech	1
• Tuesday	Mindfulness	1
• Wednesday	Song-Writing	2
	Music Production	2
• Thursday	Visual Arts	2
	Photography	2
• Friday	Arts Award	1 + 2

1 = online 2 = face to face

The session's creative content often changes each term after discussion with the young people as to what inspires and motivates them. We respond to this feedback for the following term.

•• *Special Guest Artists:* Guests from London, and other areas of the UK, led creative sessions. Artists such as Tony Nwachukwu, Sri McKinnon, Joanna Eden, Ijeoma Amaechi. Renowned yoga and mindfulness coach Dan Peppiatt leads weekly mindfulness sessions.

YOUNG PEOPLE'S STEERING GROUP

Community engagement is integral to all aspects of our work, ensuring that Beat Routes is grounded in the real needs of those we serve. New for 2023, our Young People's Steering Group now consists of 15-20 individuals each term and plays a pivotal role in shaping the overall programme and workshops. Through collaborative sessions, they contribute insights that directly influence the content and structure of our programme. This has included:

•• *Programme Design:* Members of the Steering Group actively participated in discussions to design and refine the overall programme. Their input ensured that the programme aligned with the interests, preferences, and developmental needs of the community.

•• *Workshop Tailoring:* The Steering Group collaborated in tailoring specific workshops to match the preferences and aspirations of our community. Their hands-on involvement ensured that the content remained engaging, relevant, and aligned with the evolving interests of the participants. For example, we recently added well-being workshops to the timetable, as our young people reported decreased mental well-being following the pandemic.

•• *Feedback Loop:* This group served as a vital feedback loop, providing continuous input on the effectiveness of various workshops. Their insights guided adjustments and improvements, allowing us to maintain a dynamic and responsive programme.

At Beat Routes, we believe that a culture that embraces equality and values diversity will help us to ensure that everyone can feel included in our plans, programmes and activities, which can only make them of even higher quality and vitality.

APPRENTICESHIP

Last year, we supported five individuals to become paid Apprentices with Beat Routes, aiding workshop

planning and delivery. This is an increase on the 3 placements that we had been providing previously. At the beginning of the scheme, apprentices outline what they personally or creatively hope to achieve. We then tailor each apprentice's workshop responsibilities to both the talents and skills they would like to strengthen. Each apprentice is supported individually by the Project Manager or Project Coordinator to give feedback and reflect on their development throughout the scheme.

The scheme aims to build competencies including time management, workshop planning, creative delivery and administration skills. It also provides apprentices with a clear progression route and a unique opportunity to develop confidence and leadership skills and model positive behaviour to peers, which in turn helps us retain participants' enthusiasm. It's really lovely to hear how much the apprentices are mentioned in feedback from young people.

Here is some recent feedback from three of our apprentices:

•• Ameera >>> <https://youtu.be/QgStiKw-mAQ>
"Beat Routes has helped me to become way more confident."

•• Rivvi >>> https://youtu.be/MEBSBFuda_g
"Beat Routes is just a positive environment to be in."

•• Hamza >>> https://youtu.be/QD58S_hh-ig
"The best thing about Beat Routes is I get to make new friends."

MENTORING

Participants are offered the opportunity of one-to-one mentoring with tutors, providing them with the practical guidance and support needed to help overcome the barriers they face and make their next steps into further education, employment or training. Each evening, up to 6 young people were offered a 20-30 minute 1:1 session. We have seen increased demand from young

people for these sessions following the pandemic – more young people are in need of emotional support and our mentoring sessions provide a listening ear. This year we have delivered 1080 mentoring sessions to 290 young people.

They commit to meeting with a tutor on a weekly basis to cover skills including CV writing, job searching tips, budgeting personal finances, application drafting and research into further education courses, and can monitor progress over time. We have found that mentoring motivates and boosts young people's aspirations, as well as equipping them with practical skills that can be used in other areas of their lives.

We have found that being flexible with different means of communication was more accessible to a wider range of young people, so now we provide a mixture of face to face or online mentoring sessions. It also still remains that this regular support not only addresses practical needs in the young people's lives, but also provides vital emotional support.

ARTS AWARD

Annually 30 (an increase from 25 last year) young people are offered the opportunity to achieve an Arts Award, a qualification run through Trinity College London. It allows young people to explore and develop artistic, collaborative and leadership skills through Beat Routes whilst gaining an arts qualification (and the potential for UCAS points) This provides young people with the opportunity to reflect on their own progress and growth, with growing numbers of individuals interested, we now dedicate one session each week to Arts Awards.

PERFORMANCES

Performance opportunities are a big part of Beat Routes, offering a chance to perform/present work informally at the end of most sessions, as well as

preparing for a public performance event at the end of each term for family and friends. This takes place in a professional theatre space in central Slough where we run our sessions.

EVENTS

As well as the above performances, there are other opportunities to perform throughout the year through collaborations with local organisations (ie. Eton College, Music & Words, Empoword/Together As One, funder showcase visits and funder workshops.) Other events throughout the year included;

- The Beat Routes Summer event · the event provided a platform for the young people to showcase the skills acquired through the workshops they had attended. This event provided a platform for our talented young people to showcase the skills acquired through our workshops. If you're interested in witnessing their outstanding performance, you can find it here.
- 'Safe and Sound' · In February 2024 Beat Routes collaborated with Artswork and the Together As One charity on an event designed by young people to share what activities are on offer in their community and to talk about the impact of knife crime. They used VR, sport, and music to explore alternatives to finding excitement and belonging in the streets. 150 young people shared food and took part in 3x3 basketball, spoken word, art workshops and DJ classes, listening to sets from established DJ's.

"This event allowed us to bring the community together and show that everyone has a hidden talent in things they've never tried before. We made a difference through bringing different people together and changed our community for the better." Eisa, 17

"It was an incredible thing to be a part of, bringing everyone together, to make a difference in our town."
Peter, 16

"It was amazing to be able to lead the day, we really showed that if we want change we have the power to make it happen." Umber, 17

- Many of our young people, apprentices and staff perform at Music & Words; a local fortnightly gig showcasing new local talent · <https://www.instagram.com/musicandwordclub/?hl=en>
- Youth Music requested to run two separate workshop projects (June and September 2023) with our young people to help them review how impact data is collected.
- Art, music and choir groups came together for a workshop and performance event for our funders, Children in Need.
- London trip to the Roundhouse · young people were able to become a member of the Creative Studios and book in to work on their own creative projects.
- Fran Lobo, one term (Song Writing)
- Street Sound System came to play music, with our young people selecting tunes, outside Slough train station.
- 'Special event' · Outdoor songwriting session in the park with young people and apprentices.
- Denmark Street (London) music shop trip
- A tour of all the record stores in Soho, London for the young people.



THE NEED

Beat Routes is located in Slough, a town in southeast England with a higher level of poverty compared to the national average, as per the data from the Office for National Statistics (ONS). In 2023, over 20% of the population lived in poverty, which is above the national average of 14.5%. The high cost of living in Slough, with house prices and rents being among the highest in the country, makes it difficult for families to make ends meet, especially those in low-paid or insecure work. Slough also has a higher unemployment rate than the national average. In 2023, the unemployment rate in Slough was 4.5%, compared to the national average of 3.7%.

The most recent report by the Department for Work and Pensions states that in Slough 23.1% of children are living in poverty and 18.1% (6,398) of children are living in absolute poverty. Child poverty rates are not evenly distributed across Slough; shockingly they reach 47% in the wards of Britwell and Northborough. (Over half of our young people come from Britwell.)

According to statistics, young people have less support in Slough compared to the national average. For example, school funding has been a contentious issue in recent years, with many school leaders, teachers, parents, and other stakeholders raising concerns about the impact of budget cuts on the quality of education. Schools in Slough have experienced significant cuts to funding, with the total loss of funding for schools in the area amounting to £14.6 million, or an average of £311 per pupil. Reports have shown that significant cuts and cost-of-living pressures have increased both the number of pupils requiring additional support and the level of need among those pupils, including well-being and mental health needs.

Mental health among young people is a growing concern in Slough, with 1 in 5 young people nationally identified as having mental health issues. The National

Centre for Social Research found that 26% of young people with mental health issues had a parent who couldn't afford for their child to take place in activities outside of school or college. In 2023 The NHS treated over 700,000 young people who were experiencing emotional or mental health difficulties, according to a survey conducted by the NHS.

Slough has the ninth-highest number of people living in temporary accommodation or homeless in England, with 1 in 140 people in the borough affected, 521 of which are children. According to data from the Department for Levelling Up, Housing and Communities, the number of people sleeping rough in Slough has increased by 60% in the past year. Overcrowding is also a significant issue in Slough, with almost 10,000 households living in overcrowded conditions, according to a report published by Shelter in 2022. The cost-of-living pressure has worsened the situation, with many households struggling to pay rent or facing eviction due to loss of income.

Within this context of socio-economic challenges, Slough Council declared bankruptcy in July 2021 with a reported £20 million needing to be saved each year until 2028. We have already seen the knock-on effect of this with services in the area. Locally, four out of five youth centres have closed; there is very little support available for young people in the area and no other organisations are providing regular creative learning opportunities. While we have some great connections within the council, there is only so much support that can be given to young people while the council is in such financial peril.

The needs faced by the young people we support:

We are seeing young people present with much higher levels of mental health concerns than we had previously seen pre-Covid, particularly social anxiety. In response, we have increased our emphasis on mental health support and mentoring.

We are also seeing the impact of the cost-of-living crisis on our young people, many of whom live in households which were already only just getting by.

Steep increases in everyday costs are making life harder for our young people.

By offering our regular programme of creative arts workshops free of charge, financial barriers to participation have been removed. We also anticipate our role becoming even more crucial in the lives of young individuals from families pushed deeper into poverty, as we strive to be an unwavering source of support and inspiration.

Though our intake changes from year to year, the experiences of our 2023 cohort are typical of the young people who come to Beat Routes:

- **40%** were not in education, employment, or training (NEET)
- **75%** struggled with general/social anxiety disorders (poor mental health), depression, suicidal ideation, low self-esteem/hate, anger management, and eating disorders.
- **40%** reported learning difficulties, autism, ADHD/ADD, and Asperger's, while 10% had additional physical needs.
- **20%** served as young carers
- **90%** of them described their lives outside of Beat Routes as being difficult

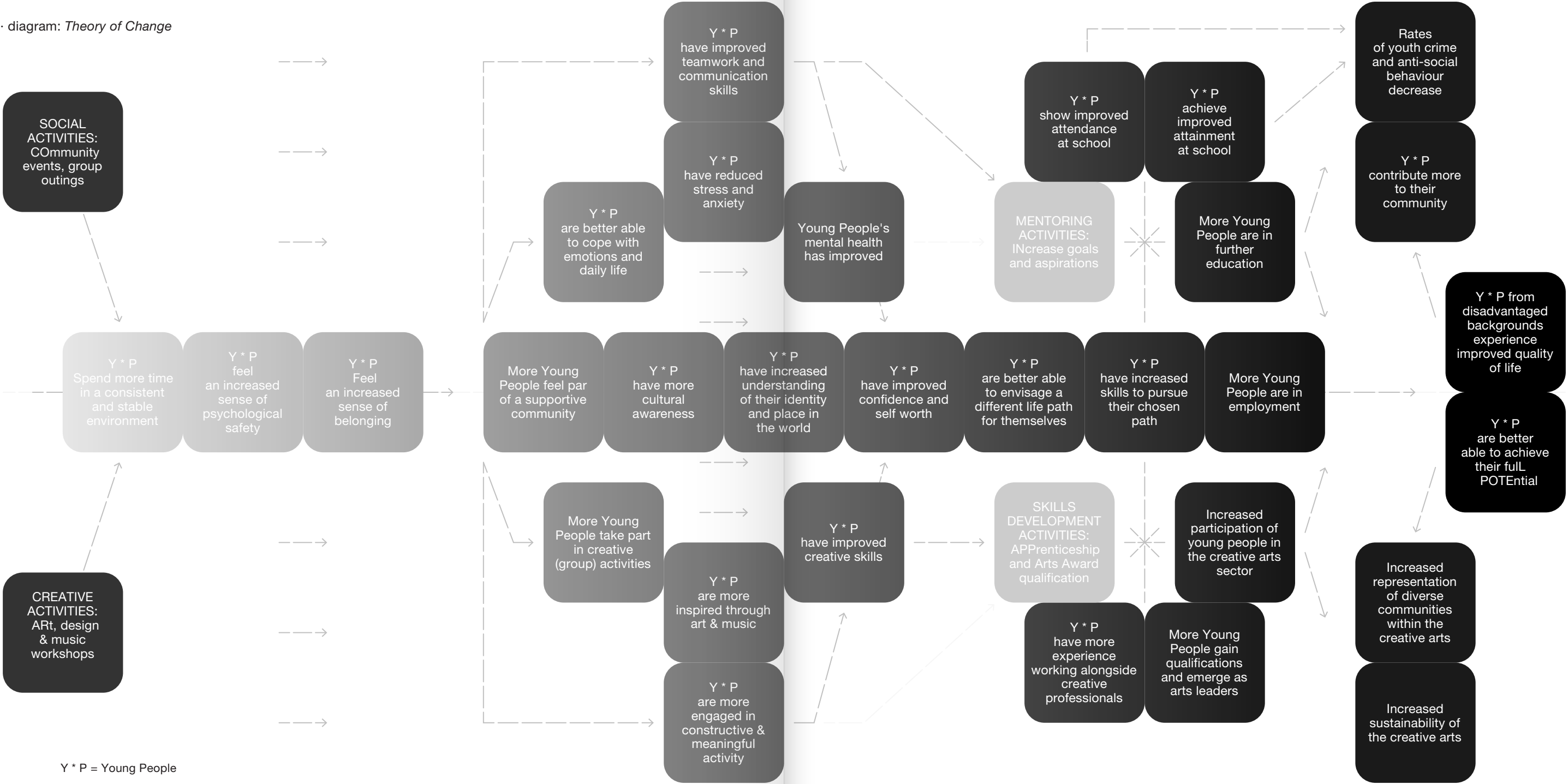
THE IMPACT

The outcomes regarding our 2023 cohort highlight the importance of our programme. Our sessions aren't just workshops; they are a safe, supportive space where young people can explore their talents and feel a sense of community and comfort.

It is our aim that young people can achieve their full potential; educationally, economically and socially. This year we noticed a positive shift — although young people are still combating mental health, confidence, self-motivation and self-esteem issues we have seen an increase in progress. Activities such as choir, mindfulness, songwriting, and visual arts led participants toward positive choices (and away from negative influences), industry-specific skills, and essential skills like communication and teamwork. The workshops boosted employability, facilitated personal growth, and built strong and positive support networks.

A noteworthy achievement during the music sessions was the creation of the "Moonflower Music Video" — an original soundtrack and music video crafted by our young people. You can view their creation by following this link. For a visual representation of our workshops, you may refer to our promotional video here. Young people joining Beat Routes commonly struggle with confidence in social environments. This has always been an issue, but we have noticed an increase since the pandemic. As our data shows, a massive 75% of participants reported having mental health issues including anxiety, depression, social anxiety, and low self-esteem. At the end of the year, through our feedback forms, we found that 100% said they had a marked improvement in mental health and increased confidence which impacted their friendships, self-esteem and social skills.

Many attendees are referred by Slough Children First, a council-funded social care service in Slough for children, young people and families in need. Often the key workers let us know that the young people really struggle to make friends due to issues at home and spend lots of time alone. Through our regular mental health 'check-ins' young people get to talk about





their feelings — we often hear that they feel isolated and lonely and struggle to make friends in a school environment. Through our sign-up forms, we found that 53% said they experienced feelings of isolation and loneliness.

This year many of the young people made significant progress in developing friendships. This is largely due to the way we designed the sessions in which young people work together in small groups creating music and art. The creative process has been a powerful force in bringing young people together.

We have found that Beat Routes' young people, all of whom are from disadvantaged backgrounds, face many barriers to learning including low self-esteem, poor parenting, limited access to language, poor literacy levels, poor attendance, low aspirations, low expectations and often a narrow experience of life outside school. Through our sign-up forms, we found that 65% of young people said they lacked inspiration and had little or no hope for the future. However, follow-up forms showed us that after attending Beat Routes, this figure decreased to 45%.

>>> diagram: *Theory of Change*

THE OUTCOMES

Over the last year Beat Routes supported **290** disadvantaged young people aged 11-25. We are particularly proud of some of the impact data collected this year, summarised below:

- **40%** of our participants were NEET when they joined us. >>> **80%** of the NEET participants moved into education, training and/or employment by the end of the programme.
- **40%** reported having learning difficulties and **10%** had additional physical needs. >>> **100%** of those with physical needs reported that the project helped them process and manage their needs effectively.

>>> **88%** of those with learning difficulties reported that they had learned more about how their mind works and had found new effective ways of communication

- **75%** reported having mental health issues including anxiety, depression, social anxiety, suicidal ideation, low self-esteem, eating disorders, anger management, feelings of isolation and child trauma. >>> **100%** of these reported that the project had helped them tackle and manage their specific issues.

•• **75%** felt their social/communication skills were poor. >>> **60%** of these reported they had seen a marked improvement over the year communicating with others inside and outside of the sessions.

>>> **97%** said they learnt a new creative skill such as music production, playing an instrument and songwriting.

>>> **100%** said that they had improved a creative skill they already had, like singing/vocal technique.

>>> **100%** said that their confidence had improved inside and outside the sessions.

>>> **13%** gained an *Arts Award* qualification

Testimonials

Young people have been recording their feedback in short videos to capture their thoughts about the year with Beat Routes:

•• <https://youtu.be/pPxIHkZMaQ>
“I struggle a bit with my mental health, I’m not good with change... coming to Beat Routes is giving me something to look forward to. I can be creative without judgement. I’m around quite like-minded people who are quite creative” **Olivia**

•• <https://youtu.be/HkMuTtGke5I>
“I love making music and playing piano. It’s to build up my confidence more so I can interact with more people. I can learn new things and new songs and I can learn that all from scratch. My confidence has been increased a lot and it’s been so helpful to be at Beat Routes, like when I have a meeting, I feel more confident to speak to lots of people.” **Nihar**

•• <https://youtu.be/NPitUO8hw-s>
“When I first came here, I saw a performance and I was so inspired by it and I wanted to be like that, so I think it’s helped me with confidence and having passion for something, which is music. I like the people here and the environment and what we do every week about making music and playing music, it’s really fun for me. I can take my mind off work and more on creative things like music. Being here has definitely helped with confidence speaking to other people. Being able to interact without feeling awkward or nervous. I feel more sure of myself when I do things.” **Eva**

Case Study

One of our apprentices is ‘YP R’, who has attended Beat Routes since 2019. She is a big character, full of life, but also a young carer and then last year, her father passed away.

Her mental health declined rapidly, and an eating disorder came back which she had been trying to manage. We encouraged her to return to Beat Routes as we knew the support and community would help her. She did and soon became an apprentice. Rivvi is now taking on leadership of warm up games and presenting our end of term showcases. She has her eating disorder under control and her mental health is improving daily. She recently said: “Beat Routes is a really positive environment. My mental health and wellbeing has grown so much since joining.”



Diversity

Slough is a diverse area, with a large proportion of residents from ethnic minority backgrounds. According to the latest 2021 census, 46.7% of the population identified as Asian or Asian British. 24% identified as White British, 7.6% Black or Black British, 4% Mixed, and 5.7% Other.

We recognise the importance of ensuring that our board of trustees, staff, and volunteers are representative of the communities we serve. To achieve this, we strive to have a team that reflects the diversity of our community. Currently, 65% of our staff and 40% of our board members come from global majority backgrounds.

Our priorities lie in fostering an inclusive culture, welcoming individuals from diverse backgrounds, and ensuring that they feel appreciated and safe. We advocate a collaborative atmosphere that facilitates the exchange of knowledge and ideas. We firmly believe that our work is rooted in the varied cultures, perspectives, and abilities that people bring to the table.

Our aim is to attract, nurture and encourage young people. Our values guide us in every aspect of our work, and we acknowledge that prioritising equality, diversity, and inclusion is crucial in fulfilling our duty to create a positive impact in our communities.

Recruitment

Responsibility for the recruitment of new trustees' rests firmly with the existing trustees. They oversee the management of an open and efficient process and always act in the best interests of the charity.

There are a variety of methods which the trustees use to recruit new trustees. Research shows that personal recommendations and word of mouth remain the most popular. However, they are not necessarily the most effective ways of finding the people with the skills which the trustees have identified, as they limit the field from

which trustees can be drawn. Using wider and more inclusive methods of searching for new trustees, such as advertising and using trustee brokerage services, are sometimes considered too.

On recruitment, we always aim to maintain or increase the diversity of our board. (Having a diverse trustee board can help to ensure that the charity is fair and open in all its dealings.)

Appointment

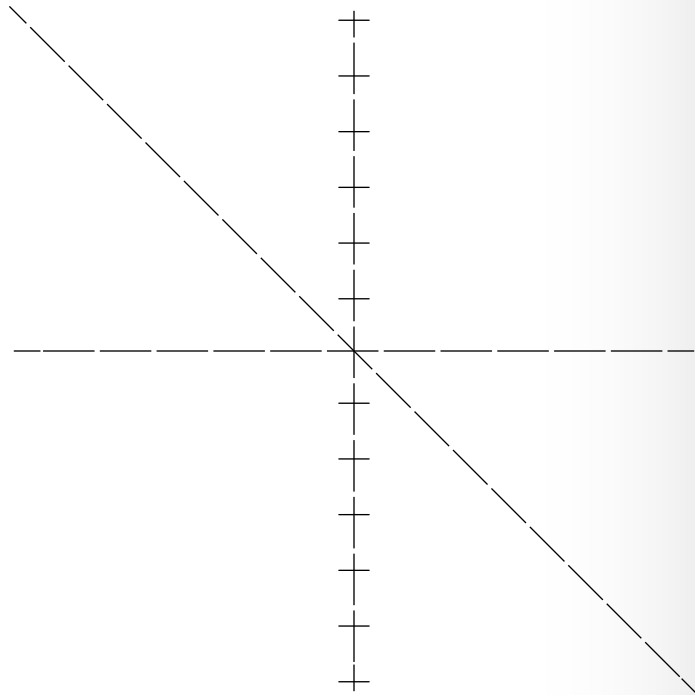
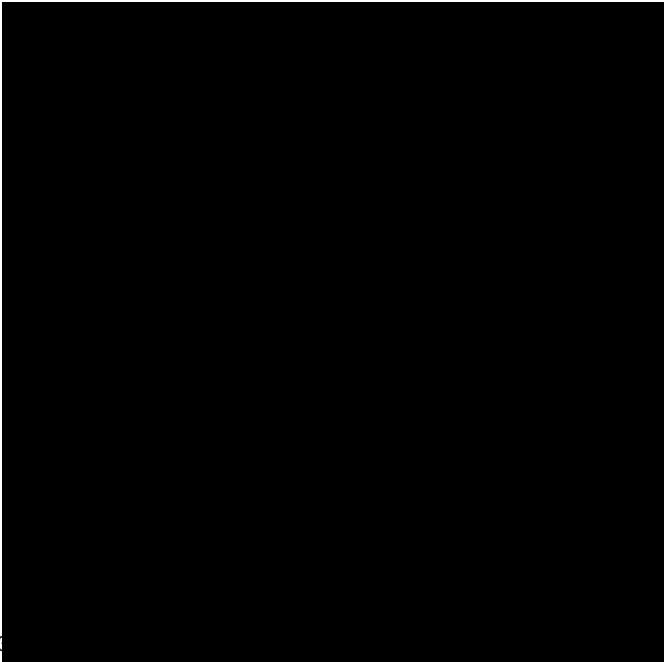
Before appointing a new trustee, our trustee board makes sure it is acting within the law, in accordance with Beat Routes' governing document, and ensures that the prospective trustee is not disqualified from being a trustee. DBS checks are obtained on appointment. The board also ensures that the prospective trustee understands the responsibilities they are taking on and can be relied on to carry them out responsibly. They will then receive copies of key documents relating to the charity's work and their duties as a trustee.

The Financial Review

The Board of Trustees have declared that the charity remains financially sound. Income for the year ending 31st March 2024 totalled **£254,627** whilst expenditure was **£267,822**.

We currently have multiyear funding from Children in Need, Youth Music, Henry Smith and Edward Gostling Foundation. We also had funds for 2023 from Berkshire Community Foundation, Heathrow, Clothworker's and the Arts Council. We have pending applications with BCF, Children in Need, Reaching Communities and the Shanly Foundation. We have also been invited by the Edward Gostling Foundation to become a legacy partner.





Reserves Policy

The trustees have set a level equivalent to 3 months of operating costs for the organisation as a desired level of reserve. This fund is a contingency in the event of a sudden reduction in income, to protect the future operation of the organisation from the effects of any unforeseen variations in its income and expenditure. The trustees have designated reserves where there are planned commitments that cannot be met by anticipated future income alone.

These reserves are broken down into several funds that relate to:

- The organisation's responsibilities as an employer are to hold sufficient funds to provide proper notice and redundancy costs to all staff (management team, workshop leaders and apprentices) in the event of closure.
- Continuity of programme activities (albeit a reduced timetable if necessary) in the unlikely event of a string of unsuccessful funding proposals.
- The equipment necessary to run the music and art workshops.

Beat Routes has also considered fundraising, financial management, software licences and health and safety. The reserves policy and the levels of reserves required are reviewed yearly as part of the annual budgetary process.

Looking Forward

We have already seen a decline in young people's mental health since the pandemic, so we must continue to provide a sustainable programme for them offering support, help and advice.

A recent report by the Wellcome Trust, 'What Science has shown can help young people with anxiety and depression', says increasing engagement with positive activities and the arts can help and are high on the list.

We have a strict fundraising strategy in place; approaching funders with whom we have developed strong relationships for continued funding or as part of new rounds. We approach trusts and foundations for core funding as well as project funding to sustain and develop our work. We are also working towards diversifying our funding streams by running collaborations with brands, holding fundraising performance events to attract individual donors and sponsorship schemes.

Another aim in our 3-year strategy plan is to begin workshops elsewhere, as well as gain a permanent space for the full-time programme in Slough.

Francis-Christian Parham
Trustee



- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The annual report was approved by the trustees of the charity on the 10.09.2024 and signed on its behalf by:

Francis-Christian Parham
Trustee


Trustees' Responsibilities Statement

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. The law applicable to charities requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgements and estimates that are reasonable and prudent;

Report of the Independent Examiner

I report to the trustees on my examination of the accounts of Beat Routes for the year ended 31 March 2024.

RESPONSIBILITIES AND BASIS OF REPORT

As the charity trustees of Beat Routes you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

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

INDEPENDENT EXAMINER'S STATEMENT

Since Beat Routes's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of , which is one of the listed bodies.

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 that in any material respect:

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

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

Catherine Williams
Independent Examiner

Catherine Williams FCA DChA
Independent Examiner
WESTCOTTS (SW) LLP
47 Boutport Street
Barnstaple
Devon
EX31 1SQ

The Trustees' Annual Report was approved on 11th September 2024 and signed by:

Catherine Williams
Independent Examiner



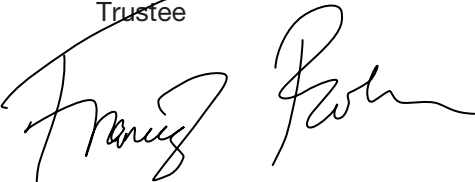

Statement of Financial Activities		2024	2024	2024	2023
		£	£	£	£
	Note				
		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
• Income and Endowments		153,031	101,596	254,627	223,178
Donations and Legacies		153,031	101,596	254,627	223,178
>>> Total Income					
• Expenditure		(185,376)	(82,446)	(267,822)	(240,996)
Expenditure on Charitable Activities		(185,376)	(82,446)	(267,822)	(240,996)
>>> Total Expenditure					
		(32,345)	19,150	(13,195)	17,818
• Net Expenditure		3,284	(3,284)	-	-
Transfers Between Fund		(29,061)	15,866	(13,195)	(17,818)
>>> Net Movement in Funds					
• Reconciliation of Funds		89,471	3,284	92,755	110,573
Total Funds Brought Forward		60,410	19,150	79,560	92,755
>>> Total Funds Carried Forward	14				

All of the charity's activities derive from continuing operations during the above two periods. The funds breakdown for 2023 is shown in note 14.

Statement of Financial Position		2024	2023
	Note	£	£
• Fixed Assets			
Tangible Fixed Assets	10	22,533	28,059
• Current Assets			
Cash at Bank and in Hand	11	58,650	66,429
>>>> Creditors	12		
Amounts Falling (due within 1 year)		(1,623)	(1,733)
>>>> Net Current Assets		57,027	64,696
>>>> Total Assets Less Current Liabilities		79,560	92,755
• Funds of the Charity			
Restricted Funds		19,150	3,284
Unrestricted Funds		60,410	89,471
>>>> Total Charity Funds	14	79,560	92,755

The financial statements on pages 19 to 28 were approved by the trustees and authorised for issue on 10.09.24 and signed on their behalf by:

Francis-Christian Parham
Trustee



Notes to the Financial Statements	
GENERAL INFORMATION	
The charity is a public benefit entity and a registered charity in England and Wales and is unincorporated. The address of the principal office is 11 Rayners Close, Colnbrook, Slough, SL3 0LH.	
STATEMENT OF COMPLIANCE	
The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.	
1	ACCOUNTING POLICIES
•• Basis of Preparation	
Beat Routes meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.	
•• Going Concern	
The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.	
•• Income and endowments	
Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.	

•• Donations and legacies
Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.
•• Expenditure
All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.
•• Charitable Activities
Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.
•• Taxation
The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.
•• Tangible Assets
Individual fixed assets costing are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

•• Depreciation & Amortisation	
Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:	
Asset Class	Depreciation Method & Rate
· Fixtures and Fittings	25% straight line
· Motor Vehicles	25% straight line
•• Cash & Cash Equivalents	
Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.	
•• Fund Structure	
Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.	
Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.	
•• Financial Instruments	
· Classification	
Financial assets and financial liabilities are recognised when the charity becomes a party to the contractual provisions of the instrument.	
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. An equity instrument is any contract that evidences a residual interest in the assets of the charity after deducting all of its liabilities.	

· Recognition & Measurement	
All financial assets and liabilities are initially measured at transaction price (including transaction costs), except for those financial assets classified as at fair value through profit or loss, which are initially measured at fair value (which is normally the transaction price excluding transaction costs), unless the arrangement constitutes a financing transaction. If an arrangement constitutes a financing transaction, the financial asset or financial liability is measured at the present value of the future payments discounted at a market rate of interest for a similar debt instrument.	
Financial assets and liabilities are only offset in the statement of financial position when, and only when there exists a legally enforceable right to set off the recognised amounts and the charity intends either to settle on a net basis, or to realise the asset and settle the liability simultaneously.	
Financial assets are derecognised when and only when a) the contractual rights to the cash flows from the financial asset expire or are settled, b) the charity transfers to another party substantially all of the risks and rewards of ownership of the financial asset, or c) the charity, despite having retained some, but not all, significant risks and rewards of ownership, has transferred control of the asset to another party.	
Financial liabilities are derecognised only when the obligation specified in the contract is discharged, cancelled or expires.	

2	DONATIONS AND LEGACIES	Note	£	£	£
			Unrestricted Funds	Restricted Funds	Total Funds
	· Grants				
	Grants and Donations		153,031	101,596	254,627 (2024)
			Unrestricted Funds	Restricted Funds	Total Funds
	· Grants				
	Grants and Donations		162,420	60,758	223,178 (2023)
			£	£	£
3	EXPENDITURE ON CHARITABLE ACTIVITIES BY FUND TYPE		Unrestricted Funds	Restricted Funds	Total Funds
	· Charitable Activities		139,292	82,446	221,738
	· Support Costs	4	46,084	-	46,084
			= 185,376	82,446	= 267,822 (2024)
			Unrestricted Funds	Restricted Funds	Total Funds
	· Charitable Activities		157,760	50,758	208,518
	· Support Costs	4	32,478	-	32,478
			= 190,238	50,758	= 240,996 (2023)

4	ANALYSIS OF SUPPORT COSTS	£	£	£
		Charitable activities	Total 2024	Total 2023
· Premises		8,675	8,675	7,950
· Communications and IT		1,643	1,643	1,051
· General Office		3,949	3,949	3,981
· Finance Costs		60	60	55
· Depreciation		20,627	20,627	16,847
· Event Costs		3,725	3,725	76
· Accountancy		1,546	1,546	2,518
· Consultant Fees		5,859	5,859	-
		= 46,084	= 46,084	= 32,478

5	NET INCOMING/OUTGOING RESOURCES	£	£
Net outgoing resources for the year include:		2024	2023
· Depreciation of fixed assets		20,627	16,847

6 TRUSTEE REMUNERATION AND EXPENSES

No trustees, nor any persons connected with them, have received any remuneration from the charity during the year.

No trustees have received any reimbursed expenses or any other benefits from the charity during the year.

7	INDEPENDENT EXAMINATION FEES	£	£
Fees payable to the independent examiner for:		2024	2023
· Independent examination of the financial statements		1,135	1,060

8	STAFF COSTS	£	£
The aggregate payroll costs were as follows:		2024	2023
· Wages and Salaries		93,500	94,140
· Social Security Costs		4,920	3,561
· Pension costs		2,904	2,303
		= 101,324	= 100,004
The monthly average number of persons (including senior management / leadership team) employed by the charity during the year expressed as full time equivalents was as follows:		2024	2023
	No.	2	2
· Project Manager/Co-ordinator			
No employee received emoluments of more than £60,000 during the year			

9 TAXATION

The charity is a registered charity and is therefore exempt from taxation.

10	TANGIBLE FIXED ASSETS	£	£	£
		Fixtures & Fittings	Motor Vehicles	Total
· Cost				
	At 1 April 2023	53,217	14,150	67,367
	Additions	15,101	-	15,101
	At 31 March 2024	= 68,318	= 14,150	= 82,468
· Depreciation				
	At 1 April 2023	32,232	7,076	39,308
	Charge for the Year	17,089	3,538	20,627
	At 31 March 2024	= 49,321	= 10,614	= 59,935
· Carrying Amount				
	At 31 March 2024	18,997	3,536	22,533
	At 31 March 2023	20,985	7,074	28,059

11	CASH & CASH EQUIVALENTS	£	£
		2024	2023
·	Cash at bank	58,650	66,429
12	CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR	£	£
		2024	2023
·	Other creditors	473	473
·	Accruals	1,150	1,260
		= 1,623	= 1,733

13 PENSIONS AND OTHER POST RETIREMENT BENEFITS

· Defined Contribution Plans

The charity operates a defined contribution pension scheme. The pension cost charge for the year represents contributions payable by the charity to the scheme and amounted to £2,904 (2023 - £2,303).

14	ANALYSIS OF CHARITABLE FUNDS	£	£	£	£	£
		At				At
·	Unrestricted Funds	01.04.23	Income	Expenditure	Transfers	31.03.24
	General Funds	89,471	153,031	(185,376)	3,284	60,410
		At				At
		01.04.22	Income	Expenditure	Transfers	31.03.23
	General Funds	110,573	162,420	(190,238)	6,716	89,471
		£	£	£	£	£
		At				At
·	Restricted Funds	01.04.23	Income	Expenditure	Transfers	31.03.24
·	National Lottery Grant	-	50,647	(50,647)	-	-
·	Clothworkers Grant	3,284	-	-	(3,284)	-
·	Awards for All: Art Project	-	19,150	-	-	19,150
·	Heathrow Community Fund	-	2,445	(2,445)	-	-
·	Berkshire Community Fund	-	2,500	(2,500)	-	-
·	Arts Council England	-	26,854	(26,854)	-	-
		3,284	101,596	(82,446)	(3,284)	19,150
		At				At
		01.04.22	Income	Expenditure	Transfers	31.03.23
		-	50,758	(50,758)	-	-
·	National Lottery Grant	-	10,000	-	(6,716)	3,284
·	Clothworkers Grant	-	60,758	(50,758)	(6,716)	3,284

The specific purposes for which the funds are to be applied are as follows:

- *National Lottery Grant* •• Funds to support the Fine Futures Project and the ongoing costs associated with this project.
- *Clothworkers Grant* •• for the use in buying equipment. Once the equipment has been purchased, it can be assumed that the restriction is lifted.
- *Awards for All* •• this grant has been given for a specific art project.
- *Heathrow Community Fund* •• this fund was for a series of visual arts workshops combined with an apprenticeship scheme.
- *Berkshire Community Fund* •• this fund was for the provision of 36 mindfulness and meditation workshop sessions for disadvantaged young people over one year teaching coping strategies and tools for managing stress, anxiety and overwhelm to young people.
- *Arts Council England* •• this fund was for Fresh Palettes •• art workshops in painting, screen printing, badge making, graffiti art, calligraphy (and more) + Arts Award.

During the year there was £3,284 transferred from the restricted fund to general funds. This was in relation to the purchase of equipment, with the restriction deemed lifted once the assets have been purchased.

15	ANALYSIS OF NET ASSETS BETWEEN FUNDS	£	£	£
		Unrestricted Funds	Restricted Funds	Total Funds
	Tangible Fixed Assets	22,533	-	22,533
	Current Assets	39,500	19,150	58,650
	Current liabilities	(1,623)	-	(1,623)
	· Net Assets	= 60,410	= 19,150	= 79,560 (2024)
		Unrestricted Funds	Restricted Funds	Total Funds
	Tangible Fixed Assets	28,059	-	28,059
	Current Assets	63,145	3,284	66,429
	Current liabilities	(1,733)	-	(1,733)
	· Net Assets	= 89,471	3,284	= 92,755 (2023)
16	RELATED PARTIES			

There were no related party transactions in the year.



BEAT ROUTES
Youth Arts Collective