

PLAY FOR PROGRESS

England & Wales · Charity number 1166328

Details

Status	Registered
Legal form	Charitable company
Company number	09157780
Registered	2016-04-01
Register	View on the Charity Commission register

Contact

Address	Emmaus 377-399 London Road Camberley Surrey GU15 3HL
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Activities

Objects: FOR THE PUBLIC BENEFIT THE ADVANCEMENT OF EDUCATION OF CHILDREN, IN PARTICULAR BUT NOT LIMITED, TO VICTIMS OF WAR OR CONFLICT IN THE APPRECIATION AND UNDERSTANDING OF MUSIC BY FACILITATING CREATIVE LEARNING EXPERIENCES TO ALLOW PARTICIPANTS TO DISCOVER AND DEVELOP THEIR INDIVIDUAL CAPABILITIES, SKILLS AND POTENTIAL

Activities: Play for Progress (PFP) is a London-based charity that delivers therapeutic and educational music programmes and Creative therapy for unaccompanied child refugees impacted by conflict, to help them engage with, learn through, and explore their capabilities in music and the arts.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Economic/community Development/employment, Other Charitable Purposes
- **Who:** Children/young People, The General Public/mankind

Geography

- Burma
- Iraq
- Thailand
- United States
- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£276,242	£269,572	-	-
2024-08-31	£226,992	£237,284	-	-
2023-08-31	£165,856	£217,934	-	-
2022-08-31	£178,552	£167,969	-	-
2021-08-31	£138,520	£108,405	-	-
2020-08-31	£69,394	£109,925	-	-

Trustees

Name	Role	Appointed
Alison Griffin		2025-03-01
Anne Marie Benedict		2025-03-24
Harmin Sijercic		2023-09-13
Julia Dawn Beart		2025-01-28
Keisha Crooks		2024-07-30
Naomi Popli Mrs		2021-03-05
Reina Alameddine		2023-09-13
Vernon Freyer Mr		2023-09-11

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts

Play for Progress



Annual Report & Finance Statements

Year Ending 31 August 2025

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Letter from our Chair of Trustees

I am honoured and deeply excited to have joined Play for Progress as Chair of Trustees in May 2025. I have long admired the extraordinary work of this organisation, and the opportunity to help lead and support this team - and the young people at its heart - is one I embrace with great enthusiasm.



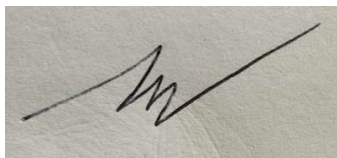
I come to this role having spent twenty years in New York leading Futures and Options, a non-profit focused on career development opportunities for underserved young people. That experience taught me the profound difference that consistent, compassionate, and creative support can make in a young person's life. What Play for Progress does - and the way it does it - speaks directly to everything I believe in.

I have seen firsthand the need for this crucial work in our society today, and the impact that this creative and compassionate approach has for unaccompanied refugee and asylum-seeking young people. The combination of artistic engagement, therapeutic support, advocacy and community that Play for Progress offers is rare, and it works.

I join the Board with a wealth of professional experience across the arts, finance, therapy, medicine, the third sector, conflict policy and humanitarian issues. Together, we are committed to ensuring that Play for Progress has the governance, resources and strategy to grow sustainably and continue this vital work for many years to come.

To our staff, volunteers, partners and funders - thank you for everything you do and everything you make possible. I look forward to working alongside you all.

Warmest Regards,



Anne Benedict

Chair of Trustees, Play for Progress

Letter from our Executive Director



It is with humility and deep gratitude that I write to you in this year's annual report. This has been a year defined by two words: fortifying and growing, albeit with some growing pains. We have invested in our foundations - our strategy, our leadership, our systems and our resilience - while continuing to show up weekly, for the young people at the heart of everything we do. None of what you will read in these pages would be possible without our extraordinary team, our dedicated trustees, our generous funders, our supporters, partners & collaborators and the young people themselves - who continue to inspire us beyond measure.

A New Strategy for a New Chapter

We began the year with a moment of real significance: the launch of our new three-year organisational strategy for 2024–2027. Developed with the generous support of the This Day Foundation, the process was exactly what a strategy process should be - deeply collaborative, genuinely inclusive, and rooted in the voices of those who matter most.

The process brought together our whole team at an away day in Brighton, and included meaningful consultation with young people, trustees, and our wider network of partners. What emerged is a strategy we are truly proud of - one that is ambitious yet grounded, and that reflects who we are and where we are going.

Our five strategic goals for 2024–2027 are:

- Consolidate our core support services for young people and scope the feasibility of new programmes to meet emerging needs;
- Continue to build on the leadership of young people with lived experience in organisational governance and decision-making;
- Invest in electronic systems to support casework, therapy and music team staff to record notes and share information more efficiently;
- Expand our impact by supporting others to implement trauma-informed organisational health models;
- Increase awareness in the refugee sector through marketing, collaboration, and partnerships with stakeholders and other charities.

These five goals will continue to guide our work, our decisions and our ambitions. We are excited about what lies ahead.

Strengthening Our Leadership

I am absolutely delighted to share that after a thorough and considered search, we have appointed our new Chair of the Board - and what an appointment it is.

Anne is an experienced corporate and charity executive who has led organisations across a remarkable range of sectors, including media, technology and healthcare, with particular expertise in people and human resources. Her breadth of experience, her values, and her commitment to our mission make her an exceptional fit for Play for Progress. The Board is stronger for having her at its helm, and I know our whole organisation will benefit enormously from her leadership, wisdom and energy.

Anne, on behalf of the entire team and the young people we serve - welcome. We are so glad you are here.

A Strong Year for Funding and Resilience

Despite the challenging funding landscape, this has been one of our strongest years yet for securing funding - a reflection of the trust that funders are placing in our work and our approach. I am proud to share three landmark grants that will significantly strengthen our resilience and capacity for years to come.

£105,000

**Esmée Fairbairn
Foundation
(Multi-year)**

£188,000

**City Bridge
Foundation
(Multi-year)**

\$100,000

**Hidden Healing
Fund
(Single grant)**

The Esmée Fairbairn Foundation grant of £105,000 over multiple years was awarded following a rigorous selection process, and Play for Progress was proud to be one of just ten youth organisations chosen to receive this funding to further develop youth-led creativity. What made this moment particularly special was that, for the very first time, a young leader was involved in the funding assessment process itself.

Sam represented Play for Progress with real courage and eloquence, speaking directly to the Esmee team about his experience as a young leader and how young people’s voices are central to shaping our programmes. When we received the news, his words said it all:

"I am absolutely over the moon to hear this fantastic news! Congratulations to everyone involved - I am truly delighted by this achievement. Securing £105,000 over the next three years is an incredible milestone, and it speaks volumes about the hard work and dedication from the entire team."

Sam, we could not agree more. And we are so proud of you.

We also secured our largest ever multi-year grant from the City Bridge Foundation of £188,000 over three years - a truly significant investment in our future. And we are honoured to be one of only 3 UK charities awarded our biggest ever single grant of \$100,000 from the US-based Hidden Healing Fund. This is in recognition of our use of creative methods to support the mental health of marginalised young people.

Facing the Challenges Ahead

We would not be honest if we did not acknowledge that this year has also brought significant challenges. The continued hostility towards migrant communities - fuelled by far-right activism and damaging media rhetoric - has created a climate of fear and uncertainty for many of the young people we support. These are not abstract political debates to us. They are the lived reality of the young people who walk through our doors. Sadly war and conflict continues unabated across the world displacing even more young people and causing more harm.

We will continue to stand firmly beside them, to speak up, and to do what we do best: create safe, nurturing spaces where young people can heal, survive and thrive - regardless of what is happening in the world outside.

Looking Ahead with Hope

As we look ahead to our tenth anniversary in 2026, we do so with hope, ambition, and deep gratitude for every person who is part of this community - for the young people who trust us, for the team who give so much of themselves every day, for our trustees who guide us with care and wisdom, and for every funder, partner and supporter who believes in what we do.

With love and gratitude,

A handwritten signature in black ink, appearing to read 'Bridget Banda', is positioned below the text 'With love and gratitude,'.

Bridget Banda

Executive Director, Play for Progress

Who We Are

Play for Progress (PfP) is an award-winning, trauma-informed creative charity that supports unaccompanied young people seeking asylum. Registered as a charity in 2016, we are based at the Croydon Buddhist Centre and have worked with over 1,000 young people since 2014.

Our work is built around reducing isolation and re-traumatisation, developing practical and social skills, and improving the wellbeing of some of the most vulnerable young people in our community. At any one time, more than 500 asylum-seeking young people are based in Croydon - and we support 70% of them.



The specific challenges our young people face include:

- Navigating complex and often frightening asylum cases
- Significant language barriers
- Repeated, short-notice relocations on top of usual adolescent stressors
- Lack of access to supportive housing, stable adults, and appropriate medical support
- Extreme trauma, PTSD, sleep deprivation, and interrupted emotional development

The anti-migrant riots and increasing hostility toward refugees and asylum seekers in the UK have caused many of our young people to feel unsafe and excluded from their communities. Our trauma-informed approach - and our insistence on the importance of play - means that young people can continue to thrive and grow even in this climate.

The young people we first worked with, now in their twenties, support their community of peers as Young Leaders - meeting regularly to provide feedback, run projects, and act as session assistants. This year, we employed two of those young people as Casework and Youth Development Officers.

Our Mission and Approach

Our mission is to ensure that young displaced people seeking refuge have the community to survive, the space to heal, and the stability to thrive. These three words are not just a tagline. They are the architecture of everything we do.

Survive: Finding Strength in Community

Stability and consistency are essential for young people facing uncertainty. Our weekly sessions run at the same times each week, providing a dependable space where young people can connect, develop skills, and receive support. Whether through music, art, shared meals, or one-to-one guidance, every young person knows they are part of a community that is here for them.



Heal: A Space for Reflection and Growth

Processing trauma and rebuilding confidence takes time. Our team, trained in trauma-informed practice, provides a space where young people can build confidence, process their experiences, and find ways to express themselves - where they feel seen, heard, and valued.

Thrive: The Stability to Move Forward

By running our sessions at the same times each week with a consistent and trusted team, we create an environment where young people feel secure enough to plan ahead. Over time, this allows them to share not only their challenges but also their dreams - and we work alongside them to turn those aspirations into reality.



Our Services

Creative Programmes & Events

We deliver three strands under the umbrella of Creative Programmes & Events:

Recording, Arranging and Writing (RAW) - Thursday Music Sessions

Our flagship Thursday evening session invites young people to experiment with instruments, share their own music, and record their creations alongside our team of musicians and



producers. RAW ran for 38 weeks across the year, providing a consistent and joyful space for young people to develop skills, build confidence, and forge genuine friendships. Music, for many of our young people, is a language that needs no translation.

This year the team continued to develop structured activities alongside flexible creative play - opening warm-ups, songs, games, breakout groups, and one-to-one lessons. We also began work on RAW Volume III, an album of music written, recorded, and created entirely by our young people.

Half Term Projects

Three times a year, we run intensive creative projects that bring together different departments, guest artists, and partner organisations. This year's projects featured visual artist Dima, whose work sparked rich conversations and creative exploration across the group, as well as acclaimed music producer Hector, who facilitated the creation of several young people-led tracks and beats.





We also welcomed back artist PiNS for a street fashion project in October, during which young people designed and painted T-shirts.

Our half term cultural trip was organised by Dima - starting with lunch and a tour of the Tate Modern and ending with a carefully mapped walk along the river from Blackfriars to London Bridge and a visit to Borough market. Dima shared the rich history and culture of the area and of these iconic London landmarks.

Creative Outreach and Partnerships

This year brought several exciting outreach milestones in our outreach and events programmes:

- An 8-week songwriting and creative project with Handel Hendrix House and Unfold - creating songs, soundscapes, poems, and images, all to be exhibited at HHH in Autumn 2025
- Our annual performance and workshop at the V&A for Refugee Week - a public-facing music, sound, and movement event co-led by staff and young people
- Music sessions at Lambeth College, reaching young people in a new setting
- A joyful visit from Sandblast Arts and a group of Sahrawi young people in July 2025
- A music performance at the Refugee Council Children's Section party in September 2024



Creative Arts Therapy (CAT) - Tuesday Sessions

Tuesday evenings offer a relaxed creative arts space led by our qualified drama therapists - all HCPC and BADTH accredited. Young people can make art, spend time together, and share a meal in a safe and welcoming setting. Over the year, we delivered 241 hours of creative therapy, offering a vital space for young people to process trauma and begin to heal.



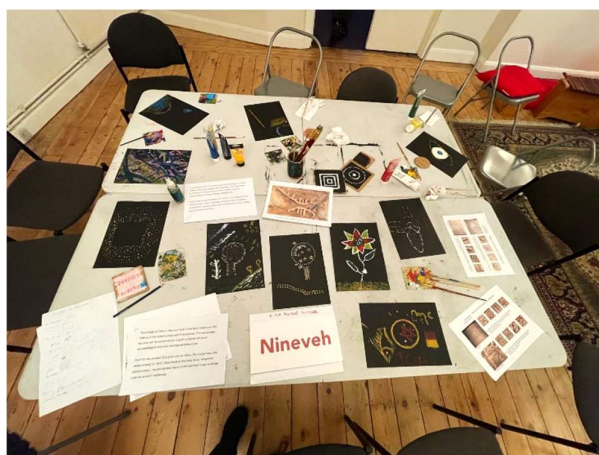
This year brought real growth in the group: young people showed increasing maturity and openness, introducing and exploring sensitive topics - family, relationships, faith, ambitions - in ways that reflect genuine trust in the space and in each other. Every single session was attended, including during Ramadan, where we adapted our approach with cultural sensitivity and flexibility.



A major milestone this year was the Therapy Team's contribution to our Refugee Week presence at the V&A. Young people created a large painted Big Heart artwork, which accompanied our performance in the courtyard - a powerful moment of co-creation, communal decision-making, and shared expression beyond our usual walls.

Creative English

This year we introduced a new programme - 'Creative English' run twice a month by Dima in collaboration with both the Therapy and Music team. While traditional English classes can feel abstract or disconnected from lived experience, creative English uses art, storytelling, music, drama, and visual work to make language learning feel relevant and personal - young people learn as a group words and structures through things that matter to them.



Language is more than grammar and vocabulary - it is the key to belonging. For many of the young people we work with, limited English is one of the most significant barriers they face to:

- Accessing services
- Navigating the asylum system
- Making themselves understood by the professionals who hold so much power over their lives.

Traditional English classes, however well-intentioned, can feel exposing and anxiety-inducing for young people carrying the weight of trauma and may not always be a safe place to learn.



Creative English therefore grew out of our recognition that there is a better way. By weaving language learning into art-making, storytelling, and creative exploration, we create a space where young people can develop their English in a way that feels natural, meaningful, and safe. The art provides a gentle distance; the creativity provides a reason to speak. And in the process, young people do not just learn a language - they find a voice and create connection and community.

The young people had fun exploring the theme for Refugee Week 'Community as a Superpower' during their creative English session and produced some wonderful artwork.

Support Services

We deliver two core support services alongside our Creative offerings:

Casework

The delivery of casework support remains one of our priorities. Cuts to essential services, growing pressures on local councils, and increasingly restrictive policies have made it harder than ever for young people to access housing, education, and healthcare.

Our casework team provided critical advocacy and guidance throughout the year, supporting 47 young people through complex cases spanning homelessness, education, health, finances, immigration, and age assessment. We coordinated closely with social workers, schools, the

Home Office, and the London Borough of Croydon - navigating a system that can feel impenetrable - always with the young person at the centre of every decision.

Education

Our Education programme takes a highly individualised approach, with English tutors offering one-to-one support tailored to each young person's specific needs. Over the year we delivered 99 hours of one-to-one education support - helping young people with everything from foundational English to university preparation, alongside support with schoolwork and casework-related learning.



Our Impact in 2024-2025



Who We Reached

We work with young people between the ages of 13 and 25, the majority of whom identify as male. We are proud to have maintained our girls' membership throughout the year and remain committed to finding new ways to grow and support female membership going forward.

The most common countries of origin for new arrivals this year were Sudan, Afghanistan, Ethiopia, and Eritrea - countries where conflict, persecution, and instability continue to displace thousands of young lives every year.

Young People's Achievements

Two more of our young people progressed to university this year and one graduated and is working his dream job in bio medical science. These are young people who arrived in this country alone, without family, often without a word of English. This is perhaps our most profound measure of impact.

Beyond university, we saw young people step into greater independence, take up leadership roles, cook for their



communities, master new instruments, create original music and art, and begin to plan for futures they once could not imagine.

Organisational Achievements

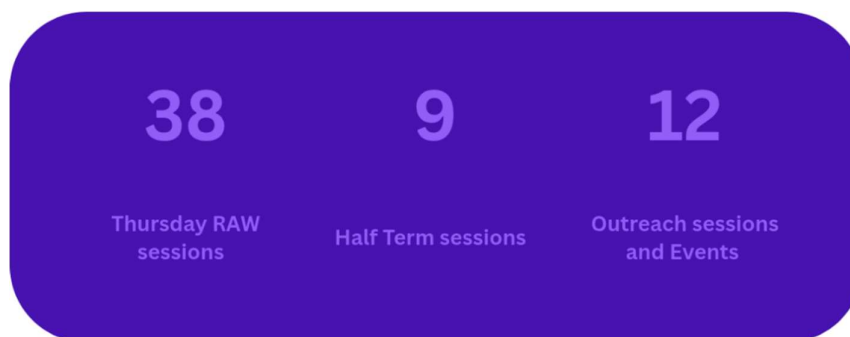
This was a year of genuine organisational growth:

- We increased our income, raising £276,000 - a 22% increase on the previous year
- We increased our casework capacity
- We introduced a new programme: Creative English
- We employed two young leaders with lived experience as Casework and Youth Development Officers
- We secured two major multi-year grants from Esmée Fairbairn Foundation and City Bridge Foundation
- We were one of 3 UK organisations awarded our biggest-ever unrestricted grant of \$100,000 by the Hidden Healing Fund (USA), in recognition of using creative methods to tackle mental health in marginalised young people
- We delivered our first INSET day, strengthening team reflection and collaboration

**"I want to come back
every week."
- A**

Creative Programmes: Achievements, Activities and Milestones

This has been a year of real creative momentum for our Creative Programmes team. Across Thursday RAW sessions, half term projects, and a busy programme of outreach and events, the team delivered 59 sessions in total - 38 Thursday sessions, 9 half term sessions, and 12 outreach and events. Music remained at the heart of it all, but this year saw deepening collaboration across art forms, departments, and communities.



Team Growth and Staff Updates

This year brought welcome growth and some exciting returns to the creative programmes team. Instrumentalist and composer Anna became a regular team member in our Thursday music team, also co-facilitating several half term sessions and outreach projects. Musician and psychologist Laura returned after a break for PhD studies, stepping back into Thursday sessions and outreach work. Laura also introduced therapeutically-informed movement and meditation into our Thursday sessions - offering a grounding practice that provides an alternative creative and therapeutic outlet for young people alongside music and the arts.



Dima returned as a regular Visual Arts and Creative English facilitator, co-leading two half term projects alongside the music team.

We also welcomed back artist PiNS, who had last collaborated with us in 2020, for our October half term - facilitating a street fashion project in which young people designed and painted their own T-shirts.

And we were thrilled to collaborate with guest music producer Hector, who worked with young people on the Handel Hendrix House / Unfold partnership project and our May half term, helping them create original tracks and beats using pedals, loops, and recording software.



Internally, the music team held a full reflective feedback session during our first-ever INSET day - gathering ideas, dreams, and aspirations for the future of Play for Progress. The team also reinvigorated the structure of Thursday sessions, reintroducing opening warm-ups, group songs and games, breakout groups, one-to-one lessons, and a closing circle. This balance of structure and flexible creative play has given sessions a renewed sense of rhythm and intention. We also began work on RAW Volume III - an album written, recorded, and created entirely by our young people.



Young People's Achievements

One of the most meaningful aspects of this year was the depth of individual creative engagement we saw. Several young people committed to sustained one-to-one learning over extended periods, developing real skills and producing original work. Among the highlights were the following young people who made clear progress through the year:

- **YP1** recorded original vocals - both singing and rap, directed musicians for recording sessions, and wrote original songs.
- **YP2** recorded original songs and rap, took piano lessons, built beats, and began learning guitar.
- **YP3** progressed through advanced guitar, drums, piano, drum machine, and production software - writing and recording several original songs and directing musicians in the studio.

**"I really enjoyed the drums. I want to come back and keep learning."
- H**

- **YP4** explored piano, production, guitar, and drums - and in one extended session created a complete track on his own, using synth, drums, and piano.
- **YP5** attended regular guitar lessons.
- **YP6** took regular piano lessons.
- **YP7** took regular clarinet lessons.
- **YP8**, who came to us through the Unfold partnership, took guitar lessons, worked on songwriting, and recorded - including a collaboration with YP2.

Beyond individual journeys, the group creative energy this year was electric. Weekly ad hoc and group lessons in drumming, guitar, piano, and music production proved particularly popular, alongside some trumpet, clarinet, and violin. Young Leader H returned to play and record clarinet and led percussion sessions - teaching other young people rhythms and drumming techniques. Multiple group music jams were led and conducted by young people themselves.

One young person independently learned to use Canva and created a design for Play for Progress. And young people who attended the V&A performance helped lead the public workshop and played instruments live - for some, the first time they had ever performed in front of an audience outside of our sessions.

Perhaps most beautifully, this year saw multiple collaborations between young people creating and recording music together - including young people who had not previously known each other. Music became not just a skill to learn, but a bridge between people.



**"The guitar lessons are giving me so much energy. I can't wait to go home and practise."
- S**

Outreach, Events and Collaborations

This was a rich year for outreach and partnership work, with both new and historic partnerships:

Refugee Council Children’s Section party

In September 2024, one of our Young Leaders performed on drums at the Refugee Council Children’s section party - a proud moment for the young person and for the team.



Handel Hendrix House

Our most significant outreach project of the year was the eight-week collaboration with Handel Hendrix House and Unfold - a songwriting and creative residency with young people attending Unfold’s drop-in sessions in Westminster.



Based at the Handel Hendrix House museum, the project drew inspiration from the lives and music of Hendrix and Handel, with young people creating songs, soundscapes, poems, and visual work, and learning instruments including guitar, harpsichord, keyboard, and percussion. The resulting tracks and artworks were exhibited at Handel Hendrix House in Autumn 2025. The impact extended beyond the project itself: one young person from Unfold began attending our Thursday sessions and continued guitar and songwriting work with us for the rest of the year.

V&A Performance

Our annual Refugee Week performance and workshop at the V&A was another highlight - a public-facing music, sound, and movement event in the museum's courtyard, co-led by staff and young people. This year was the most collaborative we have ever produced. For the first time, the music team worked cross-departmentally with the Creative Arts Therapy team -



with therapist Theo leading elements of therapeutic movement and breathwork, and CAT group members creating the large painted Big Heart artwork that accompanied the music parade through the courtyard. It was a true expression of what Play for Progress is: creative, therapeutic, communal, and led by the young people at its heart.

Lambeth College

The music team also delivered two outreach sessions at Lambeth College during the Summer Term, one focused on instruments and group songwriting, and one on creating collaborative tracks with drum machines and production software. The students thoroughly enjoyed the sessions and were very engaged.

Sandblast Arts

In July Sandblast Arts visited our Thursday sessions with a group of Saharawi young people - a session the team described as filled with joy. Music filled the room throughout, and the visiting group shared a song they had written together, singing and playing drums and guitars. Our Head of Organisational Health has worked with Sandblast and the Saharawi Refugee Community since 2010, and this collaboration was full of joy, music and connection.

The Saharawi children, known as the 'Messengers of Peace', come from the Saharawi refugee camps in southwest Algeria, where tens of thousands of Saharawis have lived in forced exile for over five



decades. According to the United Nations, the Saharawi refugee population is one of the longest-standing protracted refugee situations in the world, a stark reminder of the international community’s failure to uphold their fundamental right to self-determination.

Despite the harsh conditions of exile, the Saharawi people have demonstrated extraordinary resilience. They are often referred to as “the most organised refugees in the world,” a testament to their dignity, discipline, and collective commitment to justice.

PFP have exhibited work from the Saharawi community in partnership with Emma Brown and Olive Branch Arts in the past to raise awareness about the Saharawi plight. We look forward to collaborating with Sandblast and this incredibly inspiring community again in the future, building relationships through creative expression, love and solidarity.

Fundraiser Concert

In November 2024 we held a Fundraiser Concert, bringing together musicians from across the Play for Progress community - current and former staff, with affiliated artists - to raise funds towards family reunification. It was a joyful evening and a reminder of the extraordinary network of artists who believe in and support this work. One of the highlights of the evening was an outstanding performance from BGT Finalist Tenor Innocent Masuku whose rich and powerful voice left the audience in awe.



Creative Arts Therapy: Achievements, Activities and Milestones

Our Tuesday Creative Arts Therapy sessions continued to be a cornerstone of our provision this year - a space of genuine warmth, trust, and growth. Led by our team of qualified dramatherapists, these sessions offer young people the opportunity to make art, share a meal, and be together in a setting that prioritises their wellbeing and healing.



Team Developments

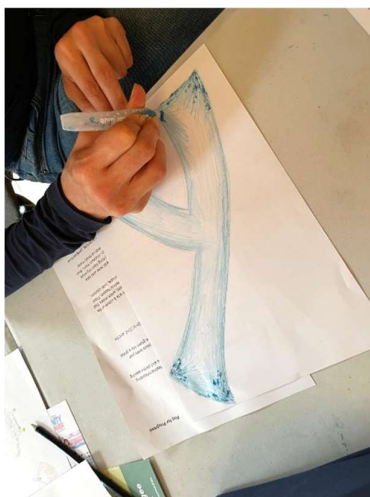
In September 2024, Becky returned fully from adoption leave, bringing renewed capacity and leadership to the therapy team. Her return also prompted an important structural change: recognising that the combined role of Head of Therapy and Organisational Health carried too much responsibility for one person, the role was split. Therapist Theo became Head of Therapy and Becky became Head of Organisational Health - a division that has strengthened both functions.

This year also marked the completion of Myriam's first full year as a graduate drama therapist at Play for Progress, and two years since she joined us as a trainee. Myriam is now a fully experienced member of the therapy team. All four therapists - Becky, Nina, Myriam, and Theo - continued to offer one-to-one therapy sessions, with Myriam, Nina, and Theo co-facilitating the weekly CAT group sessions.

Cross-Departmental Collaboration

This year brought exciting cross-departmental collaboration into the CAT space. When members of the therapy team had planned absences, colleagues from the music team stepped in as guest co-facilitators - combining dramatherapy approaches such as storytelling and story-making with music-led activities including improvisation, soundscapes, and vocal

work. These sessions demonstrated the natural affinity between our therapeutic and musical strands, and the creative richness that emerges when teams work together.



In June and July 2025, we piloted a new collaboration with visual artist Dima, hosting monthly Creative English group sessions focused on self-expression and wellbeing. These sessions wove together language learning and psychological support - helping young people develop practical English skills alongside the life skills needed to access services, advance educationally, and promote their own wellbeing. The pilot confirmed something important: educational and psychological aims can be powerfully and naturally combined through arts and creativity in a community space.

The Young People: What We Saw This Year

The depth of engagement in CAT this year was striking. Young people regularly brought friends along to sessions - a quiet but powerful signal of how safe and valued they feel within the space. Many shared that they find Tuesdays relaxing and calm; for young people whose lives are marked by uncertainty and upheaval, this matters enormously.

Not a single session went unattended across the entire year - a testament to the community that has been built. Even during Ramadan, young people continued to come, and the team adapted with cultural sensitivity: exploring hand crafts and knitting, self-reflection and intention-setting, and verbal and written exploration. The space remained inclusive to young people of all faiths and none. Towards the end of the year, we welcomed our first female participant in CAT after a long period - a development the whole team celebrated.

Young people this year showed increasing maturity, openness, and trust - introducing and exploring sensitive topics that had previously remained unspoken, including family, relationships, success, and love. While the protective distance of art was always maintained, this willingness to go deeper reflected genuine growth in the group's sense of safety and community.

Milestone: The Big Heart at the V&A

For the first time, the Therapy Team played a central role in shaping Play for Progress’s presence at the V&A during Refugee Week - and the result was something extraordinary. Over three weeks, the CAT group worked collaboratively to create a large painted artwork in the shape of a heart, drawing on the full range of the group’s creative languages: body sculpts, drawing, crafts, and writing in multiple languages.



The Big Heart accompanied the music parade in the V&A courtyard - a moment in which the usually private, inward-facing work of the therapy group was shared publicly and proudly. Young people demonstrated high levels of creativity and collaboration, and the therapists held a space of genuine co-creation, agency, and communal decision-making. It was a project that belonged to the young people from beginning to end.

When we asked young people to share words that reminded them of Play for Progress, they offered:

Love, Sharing, Caring, Community and Communication

Outreach: Lambeth College Workshops

In June, therapists Theo and Myriam facilitated two outreach workshops at Lambeth College as part of Play for Progress’s wider outreach work. Both sessions were very well attended, with ESOL students engaging openly and enthusiastically throughout.

The workshops had a dual purpose: to offer young people practical skills for grounding, relaxation, emotional regulation, and a healthy connection with the body; and to introduce Play for Progress as a welcoming space for future engagement. Using dramatherapy and mindfulness activities - including passing a clap, mirroring emotions, breathing exercises, and working with postcards - participants expressed themselves, connected with their bodies, and built connection with others in the room. The sessions offered a meaningful glimpse of what Play for Progress can offer, and served as a direct pathway for new young people to find their way to us.

Support Services and 1-to-1 Support: Impact

1-to-1 Therapy

Over the year we delivered 241 hours of therapeutic support, reflecting the increasingly hostile environment faced by young people seeking asylum. The ongoing migrant hostilities culminating in far right demonstrations and attacks on migrant hotels have heightened anxiety and fear, making it even more difficult for young people to feel safe and secure. In response, our therapeutic approach focuses on equipping young people with practical tools to manage stress and anxiety. We teach grounding techniques that help them regulate their emotions and avoid triggering a fight-or-flight response. Our sessions provide a space where they can process their experiences and build resilience, supporting them in navigating a system that often feels stacked against them. However, meaningful healing can only begin when they have a stable foundation, and much of our work is about preparing them for that moment.

Education

Our Education programme provides a highly individualised approach to learning, with English tutors offering one-to-one support tailored to each young person's specific needs. This flexible model ensures that young people receive guidance on everything from foundational English skills to preparing for university, alongside support with schoolwork and casework-related learning. Our approach prioritises not just academic progress but also the practical skills that foster independence and reduce vulnerability. 80% of the students who accessed the service this year reported an increase in confidence. The other 20% already had a good knowledge of English, and just wanted additional support to increase their vocabulary or improve their writing and were already confident.

Two of the young people were considering GCSE English, however, they weren't confident enough to pursue it last school year, but feel more confident to do it this school year. We are excited for them and are confident they will do well.

Casework

We are seeing increased need from young people on a weekly basis, and with many other services closing, there are often not good referral options for young people to find help elsewhere.

We were delighted to increase capacity in casework by bringing in Zoe, an experienced youth caseworker from The Refugee Council to support Eren on a freelance basis. We said goodbye to Eren in April and welcomed Maddy as our new casework and advocacy coordinator. Maddy brings a wealth of knowledge and experience from working in various migrant charities in casework.

Our Approach

We take a "with, not for" approach, supporting young people to understand and engage with the systems around them while recognising the limits of what can or should be expected of them.

Key aspects of our approach include:

- **Relational Casework:** Each young person is paired with a consistent and trusted caseworker who advocates on their behalf, offers emotional support, and helps them build the confidence and skills to take an active role in their own case.
- **Accessible Information:** We tackle misinformation by clearly explaining rights, processes, and entitlements in plain language. We help young people make sense of the UK's systems in a way that feels manageable and empowering.
- **Collaboration Across Services:** Our casework team works closely with our Creative Arts and Therapeutic (CAT) service to identify emerging needs and embed life skills and emotional learning across all our programmes.
- **Responsive and Adaptive Support:** We recognise that every young person's journey is different. Our work adapts in real time to changing circumstances, from housing crises to unexpected decisions on immigration status.

The breadth and complexity of casework is best highlighted by the case of EY below which stood out this year. We take our hats off to the casework team for their tenacity, radical love and timely advocacy in what can only be described as difficult and heartbreaking work.

Casework Case Study: EY's Story

When EY first came to Play for Progress, she came carrying something that no young person should have to carry alone: a complex asylum case, a social care system that had let her down, and a deep and understandable reluctance to trust the adults around her.

She had no ARC - the asylum identity card that is essential for accessing services and proving status. Her solicitor felt inaccessible and dismissive. And her social worker, despite

their efforts, had made errors in recording her story - errors that meant EY was asked, again and again, to revisit the most painful moments of her life. Each retelling was its own small trauma. EY felt unheard. She felt invisible. She felt, as so many of our young people do, that the system designed to protect her was instead one more thing to survive.

Getting the Basics Right

Our caseworker Zoe started, as we always do, by listening. Then she got to work. She met with EY's social worker to understand what support was already in place and to avoid duplicating effort - and then began organising monthly network meetings, bringing together the professionals around EY so that actions were followed through and progress was tracked. For a young person who had experienced so many dropped threads, this consistency mattered.

One of the first things Zoe did was source a new solicitor - someone she knew personally and trusted, with a trauma-informed approach and a genuine commitment to working well with young people seeking asylum. The relationship EY had with her legal support changed immediately. For the first time, she felt her case was in safe hands.

The ARC - the identity card that EY's social worker, advocate, and solicitor had not known how to obtain - arrived within a week of our caseworker submitting the online form. A small thing, perhaps, in isolation. But for EY, it was proof that someone knew how to navigate this system on her behalf. It was proof that she was not alone.

The Interview, and What Followed

Zoe worked alongside the new solicitor and EY to gather the evidence needed for her asylum claim. And on the day of EY's substantive interview - one of the most significant and frightening moments in any asylum seeker's journey - she was there, sitting beside her as a Responsible Adult, offering quiet and steady support. EY was also referred to our therapeutic services, so that she had somewhere to take the emotional weight of what she was going through.

To our great delight and relief, several months later, EY was granted asylum.

But the road did not smooth from there. Shortly afterwards, EY's accommodation placement came to an end. The stability she had been building was pulled away, and she entered a period of intense emotional unrest. At a time when other professionals could not reach her, our caseworker could. They met her where she was. They went for a hot chocolate. They talked through the practical next steps, one at a time, making the overwhelming feel manageable. On the way home, Zoe stopped to buy bubble bath - in a scent EY liked - something small and grounding to carry with her into the evening. Care, in this work, sometimes looks like paperwork and phone calls. And sometimes it looks like that.

"EY is such an important person and I hope that her path will be smoother from now on so that she can achieve all she is capable of. You and your organisation and contacts have clearly been an enormous help to her and I have been very impressed by you and your work. Yours is the most effective and supportive work I have come across by far!"

- feedback for our Casework team from Coram Voice

With, Not For

When EY turned 18, our caseworker Zoe supported her through the transition to working with a Personal Advisor - a new relationship, a new professional to learn to trust. For EY, who finds it hard to open up to new people, this was not a small ask. But the foundation of trust she had built with her caseworker gave her something to stand on. Slowly, she began to ease into new working relationships. Slowly, she began to take on more by herself.

EY and Zoe are still in touch. But the nature of their contact has changed, and that change is the whole point. EY no longer reaches out for complete support. She reaches out to share an update, to ask for advice, to check in. She is leading her own life, bit by bit, with a little less help each time. Our approach to casework has always been 'with, not for' - walking alongside young people to build the confidence and skills they need, rather than doing things on their behalf. EY is living proof of what that looks like when it works.

She came to us unheard, overwhelmed, and alone in a system she could not navigate. She is leaving, slowly and on her own terms, with the tools to navigate it herself. That is what Play for Progress is for.

Youth Development Programme

Young people are not just the recipients of our work - they are its co-creators. We are committed to continuing to develop our youth leadership programme, creating more structured opportunities for young people to take active roles in shaping, delivering and advocating for Play for Progress. Their voices and their leadership are central to our future. Under the careful guidance of Joe, our Head of Youth Development, the young leaders thrived, achieving the following milestones:

1. For the first time, 2 young leaders Adam and Ahmed were invited to join the interview panel for the recruitment of our Casework and Advocacy Coordinator. It felt important they should have a say in who gets hired for such a key interfacing role with young people. They gave Maddy the seal of approval after a grilling, but it was hard to say afterwards who was more nervous during the interview, them or Maddy! Suffice to say they chose the best candidate, Maddy's calm and patient nature along with her expert knowledge of casework is just what the young people need.
2. Another first this year was the involvement of a young leader in the funding assessment process. Sam was invited to join the funder assessment call along with executive director Bridget, fundraiser Jodie and the youth leadership trustee Vernon. The multi year grant for Youth led creativity, was for a whopping £105 000 from Esmee Fairbairn Foundation and extremely competitive, so a lot was at stake. To our great pride, Sam did really well articulating to the Esmee team his experience as a young leader and how young people's voices were central to shaping the programs at Play for Progress (PFP). He said afterwards that he learnt a lot and now appreciated the hard work that goes into fundraising. When advised we had been awarded the grant he said 'I am absolutely over the moon to hear this fantastic news!
3. Reza, a young leader studying Social Science at Durham University was invited to a staff training day and offered helpful insights to the team about young people's changing needs and the support they require. Reza is passionate about inspiring more young people to go to university. Plans are underway for him to run workshops and online mentoring sessions for young people wishing to take this pathway.

To support young leaders' involvement, we provide trauma-informed training to ensure that young people can engage safely and confidently without being placed in uncomfortable or inappropriate situations. This year the regular meetings and dinners where young people share their experiences and feedback with our youth leadership trustee Vernon, were held every term, helping to inform key decisions for governance.

Case Study: DZ's Story

Names and identifying details have been changed to protect the young person's privacy. Published with full consent.

Learning to Cook, Learning to Live

When DZ first walked through the doors of Play for Progress in October 2022, he carried with him the weight that so many of our young people carry: uncertainty about his home, anxiety about his future, and the deep, quiet exhaustion of someone who has had to grow up far too quickly and far from everything familiar.

He was funny, though. Even in those early days, his wit and intelligence shone through. And he kept coming back.

A Moment of Crisis

By early 2025, those working closely with DZ noticed something worrying. As a result of a physical health condition and the trauma he carried and the toll it was taking on his mental health, DZ had stopped eating properly. He had lost a significant amount of weight. His doctor urged him to gain weight - but DZ had never learned to cook, and the very idea of preparing food filled him with dread. He avoided the kitchen entirely. What should have been a source of nourishment had become another source of anxiety.

For DZ's caseworker Zoe, who had built a careful and trusting relationship with him over years, this was a clear signal. She brought the concern to the safeguarding meeting, and together with our therapist, they began to think creatively about how to help. When asked what challenges he was facing, DZ responded:

**"A lot, I had a PA issue, a cooking issue, a house problem. The therapist helped me a lot with my mental health."
- DZ**

A Different Kind of Therapy

DZ's therapist Theo made a decision that was as simple as it was inspired: they would cook together.



From March 2025, the two of them began meeting for sessions that took place not in a therapy room but in a kitchen. Theo brought the ingredients and the recipes. Together, they chopped and stirred and tasted. They talked about nutrition and food shopping, about how to preserve ingredients and make them last. They explored the cultural meaning of food - what people eat, why they eat it, what it means to share a meal - and as they cooked they talked. About his life. About where he had come from and where he hoped to go. About the things that frightened him and the things that made him laugh.

The kitchen became what the therapy room sometimes could not: a relaxed, human, unhurried space. A space where conversation happened naturally, between the chopping and the stirring, between the smell of something beginning to cook and the satisfaction of something almost ready.

Between March and August 2025, DZ and Theo shared twelve cooking sessions, lasting two to three hours, as well as a visit to a local market together. They also continued with seventeen conventional therapy sessions, where DZ's growing confidence began to open doors to deeper conversations - about his faith, his relationships, his dreams, and the philosophical questions that occupied his sharp and restless mind.

Alongside the therapeutic work, DZ's casework continued. Zoe supported him to stabilise his accommodation and to enrol in college, as well as to access a summer course to help him prepare.

He began attending group creative arts therapy sessions, where he engaged openly and generously with others, contributing to activities and discussions in ways that surprised even himself. He joined the Thursday RAW music sessions and the half-term projects, joining on music sessions and showing an interest in visual arts/design.

He became, gradually, part of the community.

Something Shifts

Progress was not always linear. There were hard weeks - weeks that took skill, and patience, and a great deal of care to get through.

But something was shifting. DZ started to cook at home by himself. He found a recipe online and made it, alone, in his own kitchen. He put on weight. He started to look after himself with a new intentionality - as though he had begun to believe, quietly but firmly, that he was worth looking after.

When September came and DZ started college, the cooking sessions became less frequent - his days were fuller, his life was filling up. The sessions shifted into something more reflective: exploring his goals and his dreams, processing the past and planning for the future. DZ, who had once struggled to imagine tomorrow, was beginning to think in terms of years.

The Chef at the Party

At Play for Progress, we mark the end of each term with a celebration - food, music, laughter, and the particular warmth of a group of people who have been through things together and come out the other side still standing.

At two of the last three end-of-term parties, DZ was the chef.

He had found the recipes himself - dishes from his own culture, food that carried memory and meaning. He arrived prepared. And then, with quiet pride, he guided Theo through how to cook them, the roles gently, beautifully reversed. He cooked for everyone. He stood in that kitchen and he fed his community.

**"I can cook and look after myself now."
- DZ**

Where DZ is now

Today, DZ is settled in his home. He is attending college. He cooks for himself - and sometimes for others. He is more socially engaged, more confident, more present. He brings his humour and his warmth and his intelligence to the Play for Progress community, and the community is better for it.

His therapist Theo reflects on what stands out most: "DZ's openness, his resilience even in the hardest of times, and his resourceful sense of humour. His intelligence, his integrity, and his willingness to sit with the big questions - about life, about faith, about who he is and who he wants to be."

DZ still accesses support at Play for Progress. There is more road ahead, and he will not walk it alone. But the young man who once dreaded the kitchen now knows how to feed himself, how to nourish himself - and how to share that nourishment with others.

That is not a small thing. That is everything.

"I became a good person. I Don't know the other word, but now I am good. Now I have a house and now I am more independent. I don't need so much help now, and I have a lot of plans now. I see a future now."

- DZ

Trauma-Informed Practice & Organisational Health and Wellbeing

Organisational Health and Wellbeing

As part of our continued commitment to a trauma-informed and reflective approach, we have made key structural changes within our Therapy & Organisational Health team. Theo became Head of Therapy and Becky became Head of Organisational Health - a move that has strengthened both functions.

To maintain a high standard of reflective practice, structured one-to-one supervision is in place for all key staff. Regular group reflections are also held across departments, fostering a shared understanding of trauma-informed practice. These sessions address key themes such as transitions, self-care, and group dynamics, incorporating creative techniques like storytelling, movement, and metaphor to support emotional regulation and resilience.

Each team has dedicated reflection sessions led by a member of the therapy team, offering a space for deeper discussion, shared learning, and support. In addition, all teams conduct their own check-ins and check-outs before and after every session, ensuring that both young people and staff feel prepared, heard, and supported.



Recognising the emotional toll of working in this sector, we have prioritised internal supervision for team leads, allowing them to step back, process challenges, and maintain their own well-being. Senior management also receive external supervision to ensure they are supported in leading the organisation effectively. This year we introduced our first Inset Day which enabled teams to spend time together planning for the term ahead. It worked so well that we plan to continue these at the beginning of each school term.

Our approach to organisational health acknowledges that in order to provide the best support to young people, we must also take care of our staff.

Trauma-Informed Practice

Our understanding of trauma-informed practice has evolved significantly in recent years, shaping both our internal operations and the way we engage with young people. Regular whole-organisation training sessions, led by our Head of Organisational Health Becky, ensure that trauma awareness is embedded in every aspect of our work.



Regular whole-organisation training sessions, led by our Head of Organisational Health, provide a space to explore the latest research and practical applications, encouraging our team to reflect on how we can continuously improve our approach. These sessions not only keep us

informed about new developments in trauma science but also create opportunities for open dialogue, ensuring that our practices remain both relevant and responsive.

As our expertise has grown, we have been increasingly invited to provide training for other organisations. In addition to our annual commitment to deliver trauma training at Bow Arts, this year we were also privileged to deliver trauma informed training at a UK Youth Residential attended by over 100 youth charities. Additionally we were invited by one of our funders Lloyds Banking Foundation to co deliver an online training session to 50 of their grantees who wanted to explore what Trauma Informed practice could look like for their organisations. The sessions went extremely well and received excellent reviews, we look forward to sharing our learning more widely in the coming year.

Looking Ahead

As we approach our tenth anniversary in 2026, we do so with genuine excitement and clear purpose. Our plans for the year ahead are organised around three priorities:

1. Sustain

We will continue to deliver our annual programme of support from the Croydon Buddhist Centre, remaining flexible to adapt to the changing needs of the young people we serve.



2. Strengthen

We are building organisational resilience to respond to increased demand and the growing external hostility toward migrants. This includes strengthening our systems - including InForm, our new CRM - staff wellbeing, and our long-term financial stability.

3. Grow

Growing Our Youth Leadership Programme

Young people are not just the recipients of our work - they are its co-creators. We are committed to continuing to develop our youth leadership programme, creating more structured opportunities for young people to take active roles in shaping, delivering and advocating for Play for Progress. Their voices and their leadership are central to our future.



Expanding Casework and Education Capacity

The demand for our casework and education support continues to grow, and we are determined to meet it. Our ambition for 2025–2026 is to double our capacity in both areas - ensuring that more young people can access the advocacy, guidance and learning support they urgently need. In a landscape of shrinking statutory provision, this work has never been more important.

What We're Excited About

2026 is our tenth anniversary, and we are celebrating it in the best way we know: by centring our young people and sharing their stories. Key moments in our anniversary year include:

- A performance at the V&A during Refugee Week in June 2026 - young people showcasing their work to a public audience
- An exhibition celebrating 10 years of Play for Progress at the Museum of Croydon (27 May – 31 August 2026) - engaging the local community in dialogue about the realities of migration and the stories of young people seeking asylum



These are not just celebrations. They are opportunities to challenge unhelpful media narratives, to build bridges, and to demonstrate - in the most visible and powerful way - what becomes possible when young people are given community, space, and stability.

"Our support has helped nearly 1000 young people build confidence, find community, and realise their potential. We are just getting started."

Finances and Fundraising

Thanks to the dedicated work of our fundraising team, we have built a more structured and sustainable approach to income generation. By diversifying our income streams and strengthening funder relationships, we have been able to grow our finances in a way that directly enables the growth of our services.

Highlight	Detail
Total income 2024–2025	£276,242
Year-on-year growth	22% increase
Esmée Fairbairn Foundation	Multi-year grant awarded
City Bridge Foundation	Multi-year grant awarded
Hidden Healing Fund (USA)	\$100,000 - our largest-ever unrestricted grant

We are privileged to be one of just ten youth organisations chosen to receive this funding from Esmee Fairbairn Foundation to further develop youth-led creativity. The Esmée Fairbairn Foundation is a truly transformative funder that offers vital, long-term, and flexible funding that empowers organizations to move from survival to growth, making them feel seen, heard, and understood.

We are absolutely delighted to have been awarded a significant 3-year grant from City Bridge Foundation - London's biggest independent charity funder. City Bridge Foundation not only maintains five London bridges but also bridges divides in society and supports organisations working to tackle inequality.

The Hidden Healing Fund grant was awarded to just 11 organisations across the US and UK, recognising charities that use creative methods to improve the mental health and wellbeing of young people from marginalised communities. To receive this recognition nearly a decade after our founding is a testament to the quality and importance of our work.

Funding will support our Creative Arts Therapy programme for asylum-seeking young people, along with 1-to-1 education and 1-to-1 therapy sessions. It's also supporting our Young Leaders' important role in welcoming and mentoring new participants. This vital funding is already making a brilliant difference to our work, helping us grow and develop our services.

**"Play for Progress is like a family. I know I can come here and everyone will be here and we eat food together. Play for Progress works really hard."
- S**

This year we've also been supported by Garfield Weston Foundation and National Lottery Awards for All - a real endorsement of the impact our work has for young people in need of creativity, care and compassion.

Our Partners and Funders

We are deeply grateful to all the organisations and individuals whose support makes this work possible. Our partnerships span the arts, philanthropy, community organisations, and statutory services.

Funders and grant-makers:

- Esmée Fairbairn Foundation
- City Bridge Foundation
- Hidden Healing Fund (USA)
- Garfield Weston Foundation
- National Lottery Awards for All
- Mary Kinross Trust
- Lloyds Bank Foundation
- Arts Council England (ACE)
- Children in Need
- Evan Cornish
- Samuel Gardner Memorial Trust
- London Catalyst
- This Day Foundation
- ASDA Foundation Young Futures Fund
- Kathleen Hannay Memorial Charity
- Team Lewis Foundation
- Compass Pathways



Creative and community partners:

- Handel Hendrix House and Unfold - 8-week songwriting residency
- V&A Museum - annual Refugee Week performance and workshop
- Sandblast Arts - collaborative music session with Sahrawi young people
- Refugee Council - Children's Section events
- Lambeth College - outreach: music and creative sessions
- Croydon Buddhist Centre - our home



Guest artists and collaborators:

- Dima Karout - visual artist and Creative English facilitator
- PiNS - street fashion and visual arts
- Hector Plimmer - music producer
- Innocent Masuku - opera singer
- Djanan Turan - musician
- Shem Fillmore - musician
- Gabriel Moreno - musician and poet
- Hannah Lovell - musician
- HAE - music ensemble

References and Administrative Details

Charity Name: Play for Progress

Charity Registration Number: 1166328

Company Registration Number: 09157780

Principal Address & Registered Office:

377-399 London Road,
Camberley,
Surrey GU15 3HL

TRUSTEES of the Charity & DIRECTORS of the Company

– who served in the reporting period and those appointed since as at the reporting date:

Reina Alameddine Appointed 13 September 2023

Julia Dawn Beart Appointed 28 January 2025

Anne Marie Benedict Appointed 24 March 2025

Keisha Crooks Appointed 30 July 2024

Vernon Freyer Appointed 11 September 2023

Alison Griffin Appointed 01 March 2025

Naomi Popli (née Webb) Appointed 5 March 2021

Harmin Sijercic Appointed 13 September 2023

TRUSTEES of the Charity & DIRECTORS of the Company (cont.)

Sally Hogg

Appointed 11 September 2023 and resigned 28
January 2025

INDEPENDENT EXAMINER:

Emmaus Chartered Accountants Ltd

377-399 London Road,
Camberley,
Surrey GU15 3HL

Structure, Governance and Management

Governing Document

The Charity was incorporated as a Company on 1 August 2014 with the Company registration number 09157780 and was registered as a Charity under the Charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a Registered Charity, and a Company limited by guarantee, not having share capital. Every Trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the Charitable Company are the Trustees and Directors.

Management

The overall strategic direction of the Charity is determined by the Trustees who met quarterly in 2024-2025 to consider all matters of relevance to the Charity.

The day-to-day management of the Charity is carried out by the Executive Director Bridget Banda.

Recruitment, Appointment, Election, Induction and Training of Trustees

If the Trustees decide that it would be advantageous to the charity to have one or more new Trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the Trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current Trustees.

Such Trustees may have put themselves forward, have been approached by a current Trustee or there may be a requirement for such a Trustee without having a specific person in mind at the time. In this latter case, the current Trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the Trustees of the Charity at a properly convened meeting of the Trustees. The meeting will only be valid if at least half of the current Trustees are present. Election will be by a simple majority of the Trustees voting in favour of the proposed Trustee.

Trustee Induction and Training

Existing Trustees induct and train new Trustees using the Trustee induction pack. All Trustees are responsible for staying up to date with small Charity good practice and seeking training opportunities where possible.

Risk Management

The Board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The Board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised. As a Board, the Trustees are risk averse, and will therefore do everything in their power to minimise the Charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all Trustees.

Statement of Trustees' Responsibilities

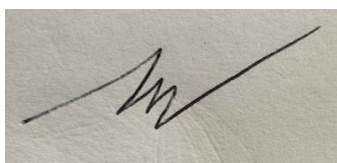
The Trustees (who are also the Directors of Play for Progress for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;
- ◆ make judgements and accounting estimates that are reasonable and prudent;
- ◆ state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation;
- ◆ ensure the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 18/05/2026 and was signed for and on behalf of the board by Anne Benedict.



Trustee

Financial Statements

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES

(including Income & Expenditure Account)

for the year ended 31 August 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
INCOME from					
Donations	1	194,031	77,404	271,435	223,602
Other Income	1	4,807	-	4,807	3,390
TOTAL INCOME		198,838	77,404	276,242	226,992
EXPENDITURE on					
Raising funds	2	20,675	-	20,675	20,815
Charitable activities	2	170,859	78,039	248,898	216,469
TOTAL EXPENDITURE		191,534	78,039	269,572	237,284
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		7,304	(635)	6,669	(10,291)
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2024		42,599	2,475.00	45,074	55,365
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2025	8	49,903	1,840	51,743	45,074

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2024 SOFA is included on the following page.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended **31 August 2024**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2024 £
INCOME from				
Donations	1	174,902	48,700	223,602
Other Income	1	3,390	-	3,390
TOTAL INCOME		178,292	48,700	226,992
EXPENDITURE on				
Raising funds	2	20,315	500	20,815
Charitable activities	2	170,744	45,725	216,469
TOTAL EXPENDITURE		191,059	46,225	237,284
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(12,766)	2,475	(10,291)
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2024		55,365	-	55,365
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2024				
	6	42,599	2,475	45,074

UNAUDITED BALANCE SHEET
as at 31 August 2025

Company Number: 09157780

	Notes	2025 £	2024 £
FIXED ASSETS			
Tangible fixed assets	5	-	-
CURRENT ASSETS			
Cash at bank and in hand		96,287	54,352
Debtors	6	2,910	2,245
		99,198	56,597
LIABILITIES			
Creditors: Amounts falling due within one year	7	47,455	11,523
NET CURRENT ASSETS		51,743	45,074
NET ASSETS		51,743	45,074
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	8	49,903	42,599
Restricted Fund	8	1,840	2,475
TOTAL CHARITY FUNDS		51,743	45,074

The Company was entitled to exemption from audit under s477 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 directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

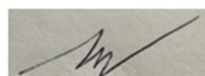
These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on 18/05/2026

and were signed on its behalf by



Bridget Banda



Anne Benedict

Accounting Policies

Charity Information

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Emmaus Chartered Accountants, 377-399 London Road, Camberley, Surrey GU15 3HL.

Basis of Accounting

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period.

The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going Concern

At the time of approving the accounts there are no material uncertainties about the charity's ability to continue as a going concern.

Reserves Policy

Normally the charity trustees would consider it prudent to hold between 3 and 6 months of budgeted expenditure in free reserves in order to cover the future needs of the charity and any delays in obtaining income. We consider this range to be between £65k and £130k currently.

At 31 August 2025 the charity had unrestricted funds of £49,903 which would be considered free reserves under the Charity Commission definition, this was below policy guidelines but not considered a risk as an additional £35,750 was deferred until financial year 2025/6.

Incoming Resources

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

Resources Expended

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

Fund Accounting

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees. Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

- ◆ Musical instruments - 5 years straight line
- ◆ Computer equipment - 5 years straight line.

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2025

	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	4,662	-	4,662	7,604
Grants	189,369	77,404	266,773	215,998
Other Income	4,807	-	4,807	3,390
	<u>198,838</u>	<u>77,404</u>	<u>276,242</u>	<u>226,992</u>
2 RESOURCES EXPENDED				
	Unrestricted funds	Restricted funds	Total 2025	Total 2024
	£	£	£	£
Cost of sales				
Fundraising	20,331	-	20,331	20,516
Website	344	-	344	299
	<u>20,675</u>	<u>-</u>	<u>20,675</u>	<u>20,815</u>
Charitable expenditure				
Direct costs:				
Teaching programmes	137,244	76,010	213,252	183,103
Support costs:				
Independent examination fees	1,514	-	1,514	1,470
Non direct HQ Costs	31,571	2,029	33,601	31,475
Bank charges	530	-	530	420
	<u>170,859</u>	<u>78,039</u>	<u>248,897</u>	<u>216,468</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2025

3 EMPLOYEES

Employment costs	2025	2024
	£	£
Wages and salaries	123,404	82,762
	<u>123,404</u>	<u>82,762</u>

The average number of employees during the year was 5 (2024: 5). There were no employees whose annual remuneration was £60,000 or more (2024: nil).

The average number of employees during the year was 5 (2024: 5), the increase in salaries reflects our Executive Director's full year salary. Staff numbers remained the same as our Head of Youth Development stepped down in the year. There were no employees whose annual remuneration was £60,000 or more (2024: nil).

4 INDEPENDENT EXAMINERS FEE

	2025	2024
	£	£
	1,514	1,470
	<u>1,514</u>	<u>1,470</u>

5 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2024	2,799
Additions	-
At 31 August 2025	<u>2,799</u>
Depreciation	
At 1 September 2024	2,799
Depreciation charged in the year	-
At 31 August 2025	<u>2,799</u>
Carrying amount	
At 31 August 2025	<u>-</u>
At 31 August 2024	<u>-</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2025

6 DEBTORS

	2025	2024
	£	£
Amounts falling due within one year:		
Trade debtors	2,620	-
Prepayments and accrued income	290	294
Taxation and social security costs refund due	-	1,951
	2,910	2,245

7 CREDITORS

	2025	2024
	£	£
Amounts falling due within one year:		
Trade creditors	6,084	2,688
Other creditors	39,747	8,835
Taxation and social security costs	1,624	-
	47,455	11,523

8 THE FUNDS OF THE CHARITY

	Balance at 1 September 2024	Income	Expenditure	Balance at 31 August 2025
	£	£	£	£
<i>Income Funds</i>	45,074	276,242	269,573	51,743
- Restricted Fund	2,475	77,404	78,039	1,840
- General unrestricted fund	42,599	198,838	191,534	49,903
Summary of restricted fund	£	£	£	£
Handel Hendrix	-	1,640	1,640	-
London Catalyst	-	5,000	5,000	-
National Lottery (Awards for All)	-	20,000	20,000	-
Arts Council (ACE)	-	3,000	3,000	-
Samuel Gardiner	-	1,000	1,000	-
D'Oyly Carte	-	6,000	6,000	-
City Bridge	-	30,764	28,924	1,840
Blue Thread	2,475	10,000	12,475	-
Total Restricted Fund	2,475	77,404	78,039	1,840

Purposes of restricted funds:

Handel Hendrix	Contribution to Raw activities
London Catalyst	Contribution to CAT activities
National Lottery (Awards for All)	Contribution to CAT activities
Arts Council (ACE)	Funding for Raw Autumn term, contribution to 2 half term events and 1:1 therapy
Samuel Gardiner	Contribution to Raw Spring Term
D'Oyly Carte	Funding for CAT activities
City Bridge	Contribution towards 1:1 therapy, education and youth development
Blue Thread	Development and roll out of strategy

for the year ended 31 August 2025

8 THE FUNDS OF THE CHARITY cont.

	Balance at 1 September 2023	Income	Expenditure	Balance at 31 August 2024
	£	£	£	£
<i>Income Funds</i>	55,365	226,992	(237,284)	45,074
- Restricted Fund	-	48,700	(46,225)	2,475
- General unrestricted fund	55,365	178,292	(191,059)	42,599
Summary of restricted fund	£	£	£	£
V and A Museum	-	1,200	1,200	-
Radcliffe Trust	-	5,000	5,000	-
Arts Council	-	27,000	27,000	-
SYP	-	8,000	8,000	-
Swan Mountain	-	4,000	4,000	-
Blue Thread	-	3,500	1,025	2,475
Total Restricted Fund	-	48,700	46,225	2,475

Purposes of restricted funds:

V and A Museum	- Contribution to Community Engagement Project
Radcliffe Trust	- Funding for Raw Activities
Arts Council	- Funding for Raw Activities
SYP	- Funding for young leaders training and development
Swan Mountain	- Funding for CAT summer term
Blue Thread	- Funding for strategic planning work

9 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£	£	£
Fund balances at 31 August 2025 represented by:	60,653	(8,910)	51,743
Fixed assets	-	-	-
Current assets	97,358	1,840	99,198
Current liabilities	36,705	10,750	47,455
	60,653	(8,910)	51,743

10 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

Play for Progress
Year Ended 31st August 2025

Independent Examiner's Report to Play for Progress

I report to the charity trustees on my examination of the accounts of Play for Progress for the year ended 31st August 2025.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 have completed my examination. I confirm that no 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 the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



Sarah Shearer FCA BSc AICB
377-399 London Road
Camberley
Surrey
GU15 3HL
26th May 2026

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts



Play for Progress



Annual Report & Finance Statements

Year Ending 31 August 2024

Company Number 09157780 | Charity Number 1166328

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Introduction

Director's Letter

The past year has been one of adaptation, resilience, and deepened commitment to our mission at Play for Progress. As the global landscape continues to shift in ways that profoundly impact displaced young people, we remain steadfast in providing a space of stability, creativity, and care. The world's conflicts and crises have not abated, and neither has the need for unwavering support systems for those navigating the complexities of forced displacement.



Taking up the role of Executive Director this year has been both a privilege and a responsibility of great significance. In my first year leading this incredible organisation, I have been struck by the dedication, passion, and perseverance of our team and young people alike and by the legacy of our trail blazing co-founders Anna and Alyson who have left big shoes to fill. The importance of our work has never been clearer, and I am honoured to be a part of Play for Progress as we continue to grow, evolve, and respond to the needs of those we serve.

In the UK, the policy landscape surrounding immigration and asylum remains deeply challenging. Changes in legislation continue to create uncertainty for our young people, compounding the anxieties of an already complex transition into adulthood. The reality of these barriers fuels our determination to advocate for those we serve and ensure that Play for Progress remains a vital source of support, empowerment, and opportunity.

Despite these challenges, we have seen significant growth in our programming and impact. Our home at the Buddhist Centre continues to provide a nurturing and welcoming environment, allowing us to expand our twice-weekly classes, broaden our educational initiatives, and increase access to casework and therapeutic services. The demand for our offerings has only grown, and we have responded by reinforcing our team's capacity, ensuring we can meet the needs of those who rely on us.

An important milestone this year has been the development and implementation of a dedicated feedback framework. We have worked closely with our young people to co-design a system that is safe, responsive, and reflective of their experiences. This initiative not only helps us measure our impact but also ensures that we evolve in ways that truly serve our community. Listening to and amplifying the voices of our young people is at the heart of what we do, and we are excited to see how these insights shape our future direction.

We have also made significant strides in formalising pathways for young leaders within the organisation. By integrating them more actively into our decision-making processes, we are fostering a culture of shared leadership and empowerment. It is inspiring to witness the talent, passion, and drive within our community, and we are committed to nurturing these strengths in meaningful ways.

As always, none of this would be possible without the dedication of our extraordinary team. The musicians, therapists, educators, artists, and management staff that make up Play for Progress are the backbone of our work. Their commitment to collaboration, creativity, and care is what allows us to provide a holistic and impactful experience for our young people. Our emphasis on organisational health ensures that we continue to grow together, fostering an environment where innovation and compassion thrive.

We extend our deepest gratitude to our funders and supporters. Your trust and belief in our mission enable us to do this work, and we do not take it for granted. In a world that can feel increasingly divided, your generosity and commitment make a tangible difference in the lives of so many.

We bid farewell to our co-founders Anna and Alyson, without whom this great vision would have never seen the light of day. Their sheer determination, hard work and radical love for young refugee community has made Play for Progress what it is today and inspired us all to keep going. They will be sorely missed and we wish them well in their new endeavours.

Looking ahead, we remain resolute in our mission to provide a space where displaced young people can heal, grow, and build futures full of possibility. There is much work to be done, but together, we will continue to create change that matters.

With gratitude,

A handwritten signature in black ink, appearing to read "Bridget Banda".

Bridget Banda

Executive Director

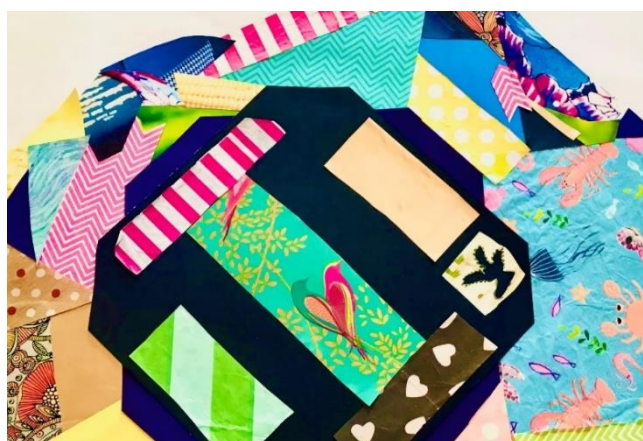
2023-2024: Year of Implementing Change

We are delighted to welcome Bridget Banda as our new Executive Director following an extensive recruitment process. Bridget is a warm, dynamic, and inspirational leader whose deep commitment to solidarity, cohesion, and radical love aligns beautifully with our mission to support unaccompanied young people seeking sanctuary. With experience spanning community support, wellbeing, and advocacy, she has worked in supported housing, as a counsellor at Yarl's Wood detention centre, and as a facilitator in a women's prison. As Vice Chair of Medical Justice, she is dedicated to ending medical mistreatment in immigration detention, making her a powerful advocate for systemic change.

At this moment of transition, we also extend our deepest gratitude to Dr Anna MacDonald, who is stepping down as a Founder and Co-Director of Play for Progress. Anna has been instrumental in shaping the organisation, pouring her heart, creativity, and unwavering dedication into building a community where young people can heal, grow, and thrive. Her impact will always be felt, and we wish her every success in her next chapter. Thank you, Anna, for everything.

In our last Annual Report, we shared the exciting news that two of our long-standing tutors had stepped up to lead our Creative Programming. This transition has since paved the way for the development of a new Youth Development Department, with Joseph Cryar taking the lead in shaping and expanding this vital area. Meanwhile, Alice Williamson Jelaska has now fully stepped into the role of Creative Programmes Lead, ensuring that our artistic and expressive offerings continue to flourish and grow. This evolution reflects our commitment to fostering leadership from within and strengthening the support we provide to the young people in our community.

We say a fond farewell to Valentina Frassa, our Advocacy and Caseworker and welcome Eren Ince to fill this role.



Who Are We

Play for Progress is a Croydon-based charity dedicated to supporting unaccompanied young people seeking asylum through creative engagement, education, and community-building.

We provide a space where young people can access opportunities, develop their skills, and find the support they need to navigate the challenges of displacement.



This year has been one of transition, as we move from a founder-led organisation to new leadership under our CEO. This shift has given us the opportunity to reflect deeply on our aims and objectives, ensuring that we are aligned with the evolving needs of our young people. We have introduced new and dynamic methods of gathering feedback, reinforcing our commitment to listening, learning, and continuously evaluating our purpose.



Our five core departments continue to develop in response to the challenges faced by the young people we work with, ensuring that they have access to consistent, meaningful support.

At the heart of our work is a commitment to maintaining a strong and healthy organisational structure, where well-being, open communication, and critical reflection are embedded in everything we do.

One of the most exciting developments has been the growing presence of young people stepping into leadership roles within the organisation. Now in its second year, this initiative has seen former participants take on responsibilities within Play for Progress, offering their insight and lived experience to shape our future. We celebrate this progress and are committed to expanding these opportunities, ensuring that young voices remain at the heart of our work.

Aims & Objectives

Play for Progress: Helping Young People to Survive, Heal, and Thrive

At Play for Progress, our mission is to ensure that young displaced people seeking refuge have the **community to survive, the space to heal, and the stability to thrive**.

◆ **Survive: Finding strength in community**

Whether through music, art, shared meals, or one-to-one guidance, we ensure that every young person knows they are part of a community that is here for them, whenever they need it. Young people can build relationships both with trusted adults and their peers; develop skills and receive support.

“ I'm very happy because we eat together like a family, I really enjoy that. I never had that here (UK) but we had that at home. ”

– S A

◆ **Heal: A space for reflection and growth**

Processing trauma and rebuilding confidence takes time, and having a secure environment is essential. Navigating displacement can be overwhelming, and having a stable, understanding environment makes a significant difference. Our team, trained in trauma-informed practice, provides a space where young people can build confidence, process their experiences, and find ways to express themselves. Whether through creative activities, meaningful conversations, or simply the presence of a trusted support network, we offer a space where they feel seen, heard, and valued.

◆ **Thrive: The stability to move forward**

Stability lays the foundation for the future - it is essential for young people facing uncertainty. By running our sessions at the same times each week with a consistent and trusted team, we create a dependable environment where young people feel secure enough to plan ahead. Over time, this consistency allows them to share not only their challenges but also their dreams, and we work alongside them to turn those aspirations into reality.

Through community, creativity, and care, Play for Progress ensures that young people have the opportunity to building lives beyond displacement, with confidence and hope.

Engagement statistics

Age:

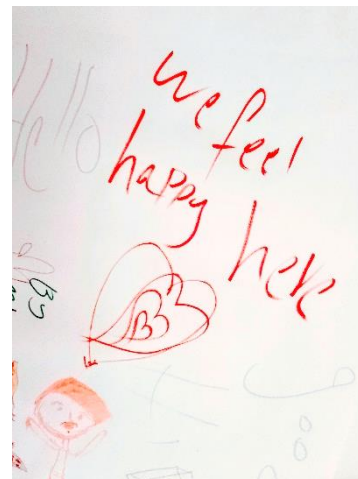
We work with young people between the ages of 15-25.

Gender:

We work mainly with young people who identify as male. We have maintained our girls' membership this year and we are always looking for ways to increase this number.

Countries of Origin:

The picture remains similar to last year. Sudan, Afghanistan and Eritrea were the most common countries of origin for new arrivals.



Delivery:

Over the year we delivered **162 hours** of drop-in creative activities at our home the Croydon Buddhist Centre, working with nearly **200 young people**.

We provided **241 hours** of creative therapy to unaccompanied young people seeking asylum, offering a vital space to process trauma.

Our casework department assisted **53 young people** through complex cases, addressing issues ranging from homelessness, education, health issues, finances and more, coordinating responses with Social Workers, Schools, the Home Office, and the borough of Croydon.

We delivered **99 hours** of 1-to-1 education support, helping young refugees with learning English, vital for navigating both school, the complex asylum system and accessing community.

Participant Recruitment and Retention:

The community we support is constantly changing, with many unaccompanied child asylum seekers arriving in Croydon only to be moved elsewhere in the country, often at very short notice. This upheaval adds to the instability in their lives, so we do our best to be a steady and familiar presence. We keep in touch with all our young people twice a week, reminding them that we're here and that our classes are running. We offer a welcoming space where they can relax, get creative with music and art, and enjoy meals together. We're always mindful of the many other demands on their time, from legal appointments and doctor's visits to meetings with social workers and college commitments.

“ It's like family.
 Everyone is smiling. I feel
 safe, happy, at home.
 You are all angels! No
 paper can be enough to
 write what I can say
 about you. ”
 – F A

More young people than ever are coming back to us, with familiar faces returning week after week. It's been especially heartening to see an increase in peer recommendations, showing just how much our community means to them. This year, we've been working on a way to gather feedback that really reflects what they think, without it feeling formal or disrupting the trust and friendships we build at Play for Progress. We trialled this last year and have been using the feedback we received to shape and strengthen our approach, making sure it truly meets the needs of the young people we support.

Over the past year (2023-24), we've seen a big rise in attendance at our drop-in sessions, which has also led to more young people using our one-to-one support services. Our half-term projects are going strong and we regularly see high levels of attendance. We're also thrilled that our young leaders' group is continuing to grow. The next generation is coming through, bringing their feedback and experience to help us ensure the best mode of operating. Their continued participation is not just special for them but also for the younger ones, who benefit from their experience and support.

Context:

2024 was a difficult year for migrant communities, wars, violence and conflicts continued unabated across the world in Ukraine, Sudan, Gaza and Syria to name but a few. The outbreak of war can often be re-traumatising for young people, especially if they are concerned for family and friends in their country of birth. Currently there are over 120 million people forcibly displaced by violence and war and sadly refugee children are more at risk of abuse, exploitation and poverty.

Closer to home, the riots in the UK over summer and the increasing hostility towards refugees and asylum seekers have caused many of our young people to feel unsafe, isolated and excluded from the wider community. Our unique approach to trauma-informed care and centring the importance of play in our weekly activities means young people can thrive and grow in a welcoming and safe space.

At any time, over 500 asylum-seeking young people are based in Croydon. Organisations and services set up to support them often have long waiting lists and limited resources. The Refugee Council's Children's Service, sadly closed their services in Croydon this year. We have been working with their delivery team to transition young asylum seekers to join our programmes, which has seen an increase of roughly 10% in young people per session.



What we do and how we do it

Our work is delivered primarily in person, with the option for one-to-one support to be provided remotely when necessary.

Grounded in trauma-informed practice, we use creative and body-centred approaches to support young people in meaningful ways.

Our work is structured into **two key areas:**

- ◆ **Creative Programmes:** which foster expression and connection
- ◆ **Support Services:** which provide practical and emotional guidance.



We recognise that every young person has their own unique needs and challenges. Our dedicated team works alongside them to provide practical, social, and emotional support, ensuring they feel empowered and heard. We are committed to offering consistent guidance while equipping young people with the skills and confidence to advocate for themselves and access the help they need.

“
I know that Play
for Progress
cares about me
”

– H

Creative Programmes

Our creative programmes provide a welcoming space for young people seeking asylum to engage in artistic expression, build connections, and find moments of respite. These drop-in sessions and projects include after-school classes, half-term workshops, cultural outings, exhibitions, and performances. Through music, art, and wellbeing-focused activities, young people are encouraged to explore their creativity in a supportive environment.

“ I really enjoyed all of it ”

- S H

Creative Arts Therapy (CAT)

Tuesday evenings offer a relaxed creative arts space, led by our therapists. Young people can make art, spend time together, and share a meal in a safe and welcoming setting.

Sessions are delivered by our expert team of drama therapists (HCPC and BADTH accredited) throughout term-time.



Recording, Arranging, and Writing (RAW)

Our flagship Thursday evening session invites young people to experiment with instruments, share their own music, and record their creations alongside our team of musicians and producers.

Over 38 weeks of delivery through the year saw young people able to develop skills, build confidence and make friendships.

Half-Term Projects

Three times a year, we run intensive creative projects that foster collaboration, cultural exchange, and artistic development. Our half term projects are always interdisciplinary, bringing together different departments and guest artists or organisations.

This year, projects featured artist Dima Karout, The London Mozart Players with composer Sarah Freestone, and a project with creative multimedia company Digital Drama exploring



the urban landscape of Croydon. This contributed towards the 'Little Manhattan' exhibition at Croydon Clocktower.

Throughout the projects, young people have shared songs from their home countries, worked on group arrangements and collaborative artworks, and explored language through music. These projects provide a valuable opportunity for expression, learning, and community-building.

Cultural Outings and Performances

Our regular outings give young people the opportunity to experience London's rich cultural scene, helping to build confidence, encourage curiosity, and foster deeper engagement with the world around them.



These trips provide a space for creative exploration, language development, and shared experiences that strengthen connections within the community. By engaging with art, music, and storytelling in different settings, young people gain a broader perspective, a greater appreciation for diverse traditions, and practical knowledge of London and its cultural landmarks, helping them to navigate and feel more at home in their new city.

This year we returned to the V & A, a long-term collaborator, for our annual performance and outing to the museum. Play for Progress staff and young people facilitated public workshops and provided an opportunity for our young people to showcase their music to an external audience.

This year we also explored a little further afield with a trip to Brighton - an outing idea suggested by many of the young people, which was a great success. We visited the seafront, the pier, arts quarter and the Aquarium.

Art

We continue to collaborate with associate artists, providing creative opportunities through outings, trips, and individual projects. These experiences offer young people a space to explore self-expression, develop new skills, and engage with the wider artistic community.



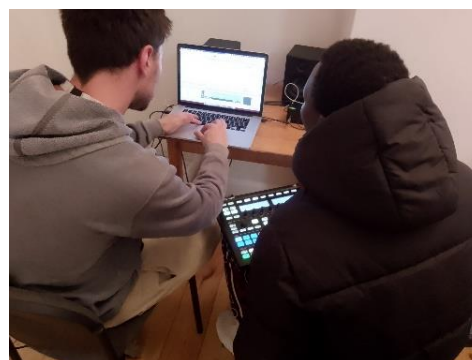
By providing these opportunities, the Creative Programmes team fosters confidence, resilience, and a sense of belonging, ensuring that artistic expression remains a vital part of the Play for Progress community.

Support Services & One-to-One Support

Many young people first connect with Play for Progress through our creative programmes. As trust develops, they often seek support in areas where local services are overstretched or difficult to access. Through one-to-one support in education, therapy, casework, music, and art, we take a holistic approach to ensuring each young person receives the tailored guidance they need.

Education at Play for Progress

Our Education programme provides a highly individualised approach to learning, with English tutors offering one-to-one support tailored to each young person's specific needs. This flexible model ensures that young people receive guidance on everything from foundational English skills to preparing for university, alongside support with schoolwork and casework-related learning. Our approach prioritises not just academic progress but also the practical skills that foster independence and reduce vulnerability.



As the department continues to develop, we are working towards establishing a clearer structure while maintaining the personalised approach that makes it so effective. This year, for the first time, we trialled offering access to ESOL classes for young people, with the aim of equipping them with the skills to begin supporting others in their learning journeys. This approach aims to not only strengthen language acquisition within our community but also foster leadership and peer-to-peer learning, reinforcing the values of collaboration and empowerment at the heart of Play for Progress. We learnt a lot through our pilot and are looking at how to further embed this in the future.

Casework & Advocacy at Play for Progress

The demand for casework support is higher than ever, as cuts to essential services, growing pressures on local councils, and increasingly restrictive policies make it harder for young people to access housing, education, and healthcare. Social services are

“ Thank you, thank you. I keep saying thank you. You've done so much for me. Play for Progress is here for me. ”

– F A

overstretched, and immigration and age assessment cases have become even more complex. Our casework team provides critical advocacy and guidance across these areas, helping young people navigate a system that often feels impenetrable. Throughout the year, we ensured that they had access to the support they needed, working to protect their rights and improve their long-term stability.

At the heart of our approach is empowerment. We create a space where young people remain at the centre of decision-making, offering advice and actionable

options while ensuring they have full agency over their choices. By working collaboratively and with consent, we model a dynamic that challenges the disempowering structures of the asylum system. In a world where young people seeking sanctuary often feel powerless, our approach fosters confidence, autonomy, and self-determination.

As part of this transition, we warmly welcome Eren Ince to the team and bid a fond farewell to Valentina Frassa, whose dedication and compassion have left a lasting impact. We wish her all the best in her next chapter.

Therapy

Our overall therapeutic strategy is outlined in detail later in this report. However, looking specifically at one-to-one sessions, over the year we saw a distinct rise in the demand for therapeutic support, reflecting the increasingly hostile environment faced by young people seeking asylum. Policies such as the Rwanda scheme and ongoing uncertainty around immigration status have heightened anxiety and fear, making it even more difficult for young people to feel safe and secure.

In response, our therapeutic approach focuses on equipping young people with practical tools to manage stress and anxiety. We teach grounding techniques that help them regulate their emotions and avoid triggering a fight-or-flight response. Our sessions provide a space where they can process their experiences and build resilience, supporting them in navigating a system that often feels stacked against them. However, meaningful healing can only begin when they have a stable foundation, and much of our work is about preparing them for that moment.

“ When I came I wasn't good, but I'm much better now ”

– A M



At the same time, we recognise that working in this field places a significant emotional burden on staff. Organisational health is central to our structure, ensuring that our team has access to the same level of care we provide to young people. Burnout and secondary trauma are common in the refugee and migration sector, and we prioritise regular supervision and therapeutic support for our frontline staff. A well-supported team is essential to providing consistent, high-quality care, and we remain committed to ensuring our staff have the resources they need to sustain this work.

Youth Development at Play for Progress

Last year, we introduced a Youth Development initiative at Play for Progress, primarily focused on providing meaningful work opportunities to young people who had been consistently engaging with our services. This pilot programme not only allowed us to offer employment but also gave our young leaders a platform to share their voices and gain firsthand experience within our organisation.

After a successful first year, we are now evolving towards a co-production model, expanding the roles of young people embedded in our organisation. As with any new department, this journey has been a learning experience for all of us. Now, we aim to move beyond simply offering employment opportunities and towards a more equitable, inclusive, and dynamic approach to youth development.

Key developments:

- ◆ **Youth Leadership Council:** We have established a Youth Leadership Council, which has been working well over the past year. Regular termly dinners and meetings are a core part of this process, providing structured spaces for discussion and feedback.
- ◆ **Youth Development Lead:** In May 2024, Joe Cryar – long standing member of the music team – was appointed Youth Development Lead. Having a new member of staff overseeing this aspect of our work, along with our Youth Leadership Trustee Harmin Sijercic, has helped us make headway towards this important part of our strategy.
- ◆ **Youth-Led Feedback & Evaluation:** Beyond the Youth Leadership Board, we have additional dedicated spaces for reflection. The Head of Creative Therapies provides a **therapeutic feedback** space, while the Casework Team facilitates **formal evaluation**, ensuring a comprehensive approach to understanding young people's experiences.

“ I don't know how to say thank you for everything you've done for me ”

– A M

Next steps:

- ◆ **Expanding Leadership Roles:** We will empower our young leaders to co-facilitate workshops, gathering feedback from the wider community of young people.
- ◆ **Diverse Work Experiences:** We have made good headway with bringing young leaders onto our Welcome Team, but hope that by introducing young leaders to a broader range of roles within the organisation, we provide them with valuable skills and career development opportunities.
- ◆ **Structured Training & Skill Development:** In the future, our young leaders will receive training in areas such as safeguarding, IT skills, and reflective practice, equipping them for future employment and leadership roles.

The reflections and evaluations we have gathered so far have provided valuable insights into the impact of this initiative. As we move forward, we remain committed to fostering a **youth-led, inclusive, and forward-thinking** approach to development within Play for Progress.

Therapeutic Leadership & Organisational Wellbeing at Play for Progress

As part of our continued commitment to a trauma-informed and reflective approach, we have made key structural adjustments within our Therapy & Organisational Health team.

Following Becky Finlay Hall's adoption leave in early 2024, a transition was carefully managed to ensure continuity of care and leadership. Theo Kostidakis has stepped into the role of Head of Therapy and Organisational Health, with Becky providing supervision and support from April onwards. This collaborative approach has strengthened the team's ability to support both individual clients and the wider organisation.

To maintain a high standard of reflective practice, structured one-to-one supervision is now in place for all key staff. As our senior team has grown this has been reflected by a marked increase in supervision sessions. Regular group reflections are also held across departments, fostering a shared understanding of trauma-informed practice. These sessions address key themes such as transitions, self-care, and group dynamics, incorporating creative techniques like storytelling, movement, and metaphor to support emotional regulation and resilience.

Throughout these transitions, young people were given ample time and space to process changes in therapeutic relationships, with many demonstrating trust in Play for Progress as a whole. The Creative Arts Therapy (CAT) team, led by Theo and supported by Myriam and Nina, continues to offer one-to-one therapy and group interventions, using a staged approach to trauma recovery that prioritises stability, emotional regulation, and creative exploration.

“ I love it here,
it's peaceful,
quiet ”

- A

Recognising that the responsibilities of leading therapy practice and organisational health are extensive, we have now structured these roles across multiple team members to ensure sustainability and collective leadership. Myriam, who had been a student therapist with Play for Progress, has officially joined the team, enriching the department with her expertise and fluency in Arabic. Nina, who previously worked as a group therapist, has also expanded her role, now delivering one-to-one sessions. Weekly strategy meetings with Bridget Banda have further embedded a trauma-informed approach across all aspects of the organisation, reinforcing our commitment to holistic and compassionate support for both young people and staff.

These developments mark an important step in Play for Progress' ongoing evolution, strengthening our capacity for care, leadership, and creative therapeutic practice.

Therapy Strategy: Trauma-Informed Practices

Our understanding of trauma-informed practice has evolved significantly in recent years, shaping both our internal operations and the way we engage with young people. We have developed a strong organisational commitment to ensuring that trauma awareness is embedded in every aspect of our work, from frontline support to leadership decisions. Regular whole-organisation training sessions, led by our Head of Organisational Health, provide a space to explore the latest research and practical applications, encouraging our

team to reflect on how we can continuously improve our approach. These sessions not only keep us informed about new developments in trauma science but also create opportunities for open dialogue, ensuring that our practices remain both relevant and responsive.

Beyond formal training, structured reflection is a core part of our organisational culture. Each team has dedicated reflection sessions led by a member of the therapy team, offering a space for deeper discussion, shared learning, and support. In addition, all teams conduct their own check-ins and check-outs before and after every session, ensuring that both young people and staff feel prepared, heard, and supported.

Recognising the emotional toll of working in this sector, we have prioritised internal supervision for team leads, allowing them to step back, process challenges, and maintain their own well-being. Senior management also receive external supervision to ensure they are supported in leading the organisation effectively. Our approach to organisational health acknowledges that in order to provide the best support to young people, we must also take care of our staff.



As our work has gained recognition, we have been increasingly called upon to provide training for other organisations seeking to adopt trauma-informed approaches. This included delivery of trauma training for Bow Arts in March 2024, now an annual commitment. Over the past year, we have refined and formalised our training model, equipping us to deliver structured and impactful sessions. With this framework now in place, we are eager to put it into practice and share our learning more widely. In the coming year, we look forward to expanding this work and continuing to advocate for a more trauma-aware sector.

Delivery Highlights 2023-2024

Autumn Term 2023:

September

- ◆ Myriam Abdel-Basit joins Creative Therapies Team as a trainee from East Anglia University for 1:1 and group sessions

October

- ◆ Half Term project with guest composer Sarah Freestone: preparation and composition workshops for December concert with the London Mozart Players
- ◆ Digital art design project with media company Digital Drama: celebrating Croydon's skyline, with work by young people being included in the 'Little Manhattan' exhibition at Croydon Clocktower

December

- ◆ Outing & performance: with the London Mozart Players

Winter-Spring Term 2024:

January

- ◆ New Executive Director Appointed: Bridget Banda

February

- ◆ Half term project: multidisciplinary project centering on trees – collaborative collage, poetry, songs and language sharing
- ◆ Theo Kostidakis takes on role of Head of Therapies for 2024

March

- ◆ Delivery of Trauma Training for Bow Arts (annual)

April

- ◆ Eren Ince appointed as Caseworker

Summer Term 2024:

May

- ◆ Alice Mary Williamson Jelaska appointed as Creative Programs Lead
- ◆ Joseph Cryar appointed as Youth Development Lead
- ◆ Half Term project: Group songbook, connections & bridges – interdisciplinary project with the music team and artist Dima Karout
- ◆ Monthly music outreach sessions at CARAS began, running May-July

June

- ◆ Refugee Week music performance, workshops, outing: V&A Museum

August

- ◆ Strategy away day in Brighton and online strategy consultations with all staff
- ◆ Outing with young people to Brighton: exploring the town, pier & Aquarium



Case Study

HI's Journey with Play for Progress

HI, a young Kurdish man from Iraqi Kurdistan, first accessed Play for Progress in 2019. From his very first visit to our weekly music workshops, his remarkable talent and deep passion for music were clear to see.

Already a self-taught vocalist and drummer, HI was immediately drawn to the clarinet after seeing our tutor, Alice Williamson, play during a session. He shared that he had always wanted to learn the instrument, and he soon began studying clarinet in our weekly classes, supplemented by additional one-to-one lessons. His dedication and rapid progress allowed him to expand his musical repertoire, deepening his connection to music and performance.



Recognising his talent, we sought to document and showcase his growth as a musician. He regularly took part in recording sessions, creating a catalogue of work that reflects both his skill and commitment. As he became a regular participant and an integral part of our community, he also accessed English classes, therapeutic group workshops, casework support, and one-to-one therapy. These services provided crucial support during his challenging transition as an unaccompanied minor refugee.

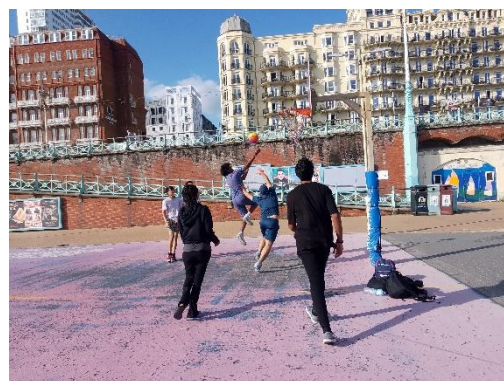
Today, HI is an accomplished musician, performing at venues across London. Through Play for Progress, he has connected with a network of musicians, leading to opportunities such as performing at Flotsam Sessions, a collaborative music event co-organised by one of our team, Maya McCourt. He has also had the chance to perform alongside esteemed Kurdish musicians he has long admired. HI's journey with us has now come full circle, as he begins the process of joining our music team to work alongside us as a musician and teacher, continuing to inspire others as he once was.

Plans for the Future

One of our major priorities in 2024 is to work with young people, our board and our staff to develop our 2024-2027 strategic plan. We have made significant progress in strengthening our sustainability while remaining focused on the steady path of developing our five key areas. By maintaining a clear strategic direction, we continue to build financial security, refine our executive strategy, and ensure that the young people we support can rely on us in times of need and crisis. While there is still work to be done, our commitment to these core priorities allows us to grow in a way that is both stable and responsive to the evolving challenges faced by our community.

Centering Leadership of Our Young People in Governance and Decision-Making

Placing young people at the heart of decision-making ensures that our services remain relevant, effective, and truly responsive to their needs. Those who engage with Play for Progress have firsthand experience of what works and where improvements can be made, making their input essential in shaping our direction. Over the past year, we have strengthened opportunities for young people to take on leadership roles within the organisation, ensuring they have a meaningful voice in governance and advocacy.



Young people are encouraged to participate in leadership through:

- ◆ **Providing individual and peer feedback to the leadership team**
- ◆ **Work placements within the organisation**
- ◆ **Membership in the Young Leaders Council (YLC)**
- ◆ **Participation in meetings and advocacy events**
- ◆ **Leadership skill development at our Leadership Residential**
- ◆ **Acting as advisors to the Board of Trustees, with an option to become a trustee**

To support their involvement, we provide trauma-informed training to ensure that young people can engage safely and confidently without being placed in uncomfortable or inappropriate situations. We now hold regular meetings and dinners where young people share their experiences and feedback with our youth leadership trustee, helping to inform key decisions.

A key milestone this year has been the emergence of a second generation of young people stepping into roles within the organisation. Some have joined the Welcome Team, helping new arrivals integrate into the community, while others are training to become

part of the Education Team after completing their ESOL courses. By expanding these leadership pathways, we continue to ensure that young people play an active role in shaping the future of Play for Progress while developing skills and experience that support their own growth.

Developing and Diversifying the Board and Executive Leadership

Play for Progress was founded by musicians and artists who recognised the transformative power of creative expression for young people seeking asylum. Over the past decade, the organisation has grown from a single weekly music workshop into a full programme of therapeutic and practical support. As we enter a new phase, the founding team is stepping back, and we continue to strengthen our governance and leadership to reflect the diverse experiences of the young people we serve.

This year, we have taken significant steps in diversifying our Board and executive leadership. We have welcomed five new trustees, each bringing a range of backgrounds, perspectives, and professional expertise, ensuring that our leadership structure is more representative of the communities we work with. Additionally, our new CEO brings lived experience that resonates with that of our young people, reinforcing our commitment to ensuring leadership is informed by those with direct understanding of the challenges faced by displaced youth.

Play for Progress remains committed to:

- ◆ **Embedding Experts by Experience** at all levels of the organisation, ensuring that future direction is shaped by individuals with lived experience of the UK asylum system, while providing appropriate support structures to safeguard their wellbeing
- ◆ **Strengthening the diversity of our Board, leadership, & delivery teams** so that the organisation better reflects the ethnic and cultural backgrounds of the young people we support
- ◆ **Maintaining inclusive recruitment processes** that prioritise diverse lived experiences and expertise in shaping the organisation's work

We still have some way to go and we hope that by continuing to develop our leadership in this way, we ensure that Play for Progress remains a truly representative and responsive organisation, led by those who understand firsthand the needs of the young people at its heart.

Developing a Trauma-Informed Impact Framework

Play for Progress remains committed to understanding and demonstrating the impact of our work while ensuring that our evaluation methods do not cause harm. Many of the young people we support have experienced interrogation in various forms, making it essential that any feedback process feels safe, respectful, and empowering.

This year, we have developed and begun implementing our impact framework, which enables us to measure key outcomes in a way that avoids re-traumatisation. By using proxy indicators and staff observations, we can assess our effectiveness without placing young people in uncomfortable situations. This framework not only provides critical insights into the effectiveness of our work but also strengthens our evidence base, ensuring that we can continue to refine and adapt our approach.



As we continue to build our understanding of impact, we remain committed to:

- ◆ **Further developing & refining our trauma-informed impact framework**
- ◆ **Demonstrating outcomes through key proxy measures**
- ◆ **Using the expertise of our creative practitioners** to bring qualitative depth to our evidence base
- ◆ **Expanding our research & evaluation processes** to better understand and communicate the effectiveness of our model

By embedding creativity into our evaluation methods and prioritising a non-intrusive approach, we ensure that young people’s experiences remain central to shaping our work while maintaining their emotional safety.

Strengthening Organisational Health and Sustainability

Ensuring the wellbeing of our team is essential to sustaining the work we do. This year, we have continued to refine our organisational structures to maintain a healthy and supportive working environment. Providing staff with the necessary tools to manage the emotional demands of their roles allows us to deliver consistent, high-quality support to young people.



We have focused on maintaining access to professional supervision at all levels, creating opportunities for staff to engage in structured reflection, and fostering an open environment where challenges can be discussed and addressed collectively. Trauma-informed approaches remain central to our internal processes, ensuring that the same principles we apply to our work with young people are embedded within the organisation itself.

By strengthening our internal support systems, we reinforce the stability and sustainability of Play for Progress, allowing us to remain a dependable space for the young people we serve.

Funding Strategy

As Play for Progress continues to grow, so too does our funding strategy. Thanks to the diligent work of our fundraising team, led by Jodie, we have been able to build upon the foundation previously outlined and put a more structured approach into practice. By beginning our journey to diversify our income streams and strengthening relationships with funders, we have ensured that financial growth aligns with the expansion of our services. This considered approach allows us to plan sustainably, ensuring that we can continue providing consistent and high-quality support to young people while adapting to their evolving needs.

We were delighted to receive new funding from **Arts Council England** this year, with a National Lottery Project Grant supporting our RAW programme and Organisational Health programme, and to start a new 3-year partnership with BBC Children in Need, who have provided core support for the organisation. **These are important endorsements of Play for Progress’s vital work in the arts and social change sector.**

We continue to be exceedingly grateful for the multi-year support of UK Youth: Thriving Minds grant programme and Mary Kinross Charitable Trust, who have both supported us with crucial unrestricted funding.

With many thanks to all those who contributed funding and support to our work this year:

UK Youth
Mary Kinross Charitable Trust
This Day
Aroundtown Foundation
Lloyds Bank Foundation
Arts Council England
SYP Trust

The Radcliffe Trust
Swan Mountain Charitable Trust
BBC Children in Need
Groundwork UK
V&A
Kathleen Hannay Memorial Charity
Team Lewis Foundation



Finance and Reserves

The charity generated total income of £226,992 during the financial year ended 31 August 2024. Expenditure over the same period was aligned with programme delivery and core operations. At the year end, the charity held total funds of £45,074, of which £2,475 was restricted and allocated to specific project activity.

The Trustees have established a reserves policy that aims to ensure the charity can meet its obligations and continue delivering services in the event of unforeseen funding shortfalls. The policy is designed to allow for an orderly wind-down of operations, should this become necessary, and takes into account contractual notice periods, staff costs, and essential operating expenditure.

In light of the highly vulnerable nature of the young people supported by Play for Progress (PFP), the Trustees recognise the critical importance of service continuity. Accordingly, the long-term aim is to maintain reserves—together with confirmed income—sufficient to underwrite a full year of delivery. As of 31 August 2024, the closing unrestricted reserves, in addition to £38,000 of secured income due in early September 2024, represent coverage for approximately four months of core costs (equivalent to one school term). This remains below the target level of £60,000 to £70,000, representing three months of operating expenditure, as set out in the reserves policy.

The Trustees are committed to reaching this reserves target through prudent financial management, income diversification, and the pursuit of multi-year grant funding. The reserves policy is reviewed annually in conjunction with the budget and financial forecasts, and reserves levels are monitored regularly throughout the year. Where reserves fall below the agreed threshold, corrective actions such as cost savings or additional fundraising measures are considered.

The charity continues to monitor its financial risks, including the timing and reliability of income streams, to ensure resilience and sustainability in a challenging funding environment.

References and Administrative Details

Charity Name:	Play for Progress
Charity Registration Number:	1166328
Company Registration Number:	09157780

Principal Address & Registered Office:

377-399 London Road,
Camberley,
Surrey GU15 3HL

TRUSTEES of the Charity & DIRECTORS of the Company

- who served in the reporting period and those appointed since as at the reporting date:

Reina Alameddine	Appointed 13 September 2023
Julia Dawn Beart	Appointed 28 January 2025
Anne Marie Benedict	Appointed 24 March 2025
Keisha Crooks	Appointed 30 July 2024
Vernon Freyer	Appointed 11 September 2023
Alison Griffin	Appointed 01 March 2025
Naomi Popli (née Webb)	Appointed 5 March 2021
Harmin Sijercic	Appointed 13 September 2023

TRUSTEES of the Charity & DIRECTORS of the Company (cont.)

Tamzin Aitken	Appointed 27 April 2020 and resigned 30 July 2024
Hannah Barker	Appointed 5 March 2021 and resigned 27 September 2023
Sally Hogg	Appointed 11 September 2023 and resigned 28 January 2025

INDEPENDENT EXAMINER:

Emmaus Chartered Accountants Ltd

377-399 London Road,
Camberley,
Surrey GU15 3HL

Structure, Governance and Management

Governing Document

The Charity was incorporated as a Company on 1 August 2014 with the Company registration number 09157780 and was registered as a Charity under the Charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a Registered Charity, and a Company limited by guarantee, not having share capital. Every Trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the Charitable Company are the Trustees and Directors.

Management

The overall strategic direction of the Charity is determined by the Trustees who met quarterly in 2023-2024 to consider all matters of relevance to the Charity.

The day-to-day management of the Charity is carried out by the Executive Director Bridget Banda.

Recruitment, Appointment, Election, Induction and Training of Trustees

If the Trustees decide that it would be advantageous to the charity to have one or more new Trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the Trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current Trustees.

Such Trustees may have put themselves forward, have been approached by a current Trustee or there may be a requirement for such a Trustee without having a specific person in mind at the time. In this latter case, the current Trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the Trustees of the Charity at a properly convened meeting of the Trustees. The meeting will only be valid if at least half of the current Trustees are present. Election will be by a simple majority of the Trustees voting in favour of the proposed Trustee.

Trustee Induction and Training

Existing Trustees induct and train new Trustees using the Trustee induction pack. All Trustees are responsible for staying up to date with small Charity good practice and seeking training opportunities where possible.

Risk Management

The Board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The Board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised. As a Board, the Trustees are risk averse, and will therefore do everything in their power to minimise the Charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all Trustees.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Play for Progress for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;
- ◆ make judgements and accounting estimates that are reasonable and prudent;
- ◆ state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation;
- ◆ ensure the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 2 May 2025 and was signed for and on behalf of the board by Naomi Popli

A handwritten signature in black ink that reads 'Naomi Popli'.

Trustee

Financial Statements & Accounting Policies

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure Account)

for the year ended **31 August 2024**

		Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	Notes	£	£	£	£
INCOME from					
Donations	1	174,902	48,700	223,602	164,651
Other Income	1	3,390	-	3,390	1,205
TOTAL INCOME		178,292	48,700	226,992	165,856
EXPENDITURE on					
Raising funds	2	20,315	500	20,815	8,301
Charitable activities	2	170,744	45,725	216,469	209,634
TOTAL EXPENDITURE		191,059	46,225	237,284	217,935
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(12,766)	2,475	(10,291)	(52,079)
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2023		55,365	-	55,365	107,444
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2024	8	42,599	2,475	45,074	55,365

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2023 SOFA is included on the following page.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended **31 August 2023**

		Unrestricted Funds	Restricted Funds	Total 2023
	Notes	£	£	£
INCOME from				
Donations	1	102,159	62,492	164,651
Other Income	1	1,205	-	1,205
TOTAL INCOME		103,364	62,492	165,856
EXPENDITURE on				
Raising funds	2	8,301	-	8,301
Charitable activities	2	147,142	62,492	209,634
TOTAL EXPENDITURE		155,443	62,492	217,935
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(52,079)	-	(52,079)
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2023		107,444	-	107,444
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2023				
	6	55,365	-	55,365

UNAUDITED BALANCE SHEET
as at 31 August 2024

Company Number: 09157780

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible fixed assets	5	-	151
CURRENT ASSETS			
Cash at bank and in hand		54,352	61,004
Debtors	6	2,245	1,612
		56,597	62,616
LIABILITIES			
Creditors: Amounts falling due within one year	7	11,523	7,402
NET CURRENT ASSETS		45,074	55,214
NET ASSETS		45,074	55,365
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	8	42,599	55,365
Restricted Fund	8	2,475	-
TOTAL CHARITY FUNDS		45,074	55,365

The Company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

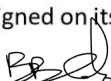
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on 02 May 2025

and were signed on its behalf by




Bridget Banda

Naomi Popli

Accounting Policies

Charity Information

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Emmaus Chartered Accountants, 377-399 London Road, Camberley, Surrey GU15 3HL.

Basis of Accounting

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period.

The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going Concern

At the time of approving the accounts there are no material uncertainties about the charity's ability to continue as a going concern.

Reserves Policy

Normally the charity trustees would consider it prudent to hold between 3 and 6 months of budgeted expenditure in free reserves in order to cover the future needs of the charity and any delays in obtaining income. We consider this range to be between £50k and £100k currently.

At 31 August 2024 the charity had unrestricted funds of £42,599 which would be considered free reserves under the Charity Commission definition, this was below policy guidelines but not considered a risk as an additional £38k income had been confirmed from 2 funds for September, 2024.

Incoming Resources

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

Resources Expended

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

Fund Accounting

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees. Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

- ◆ Musical instruments - 5 years straight line
- ◆ Computer equipment - 5 years straight line.

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

	Unrestricted funds	Restricted funds	Total	Total
			2024	2023
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	7,604	-	7,604	4,058
Grants	167,298	48,700	215,998	160,592
Other Income	3,390	-	3,390	1,206
	<u>178,292</u>	<u>48,700</u>	<u>226,992</u>	<u>165,856</u>
2 RESOURCES EXPENDED				
	Unrestricted funds	Restricted funds	Total	Total
			2023	2022
	£	£	£	£
Cost of sales				
Fundraising	20,016	500	20,516	7,861
Website	299	-	299	440
	<u>20,315</u>	<u>500</u>	<u>20,815</u>	<u>8,301</u>
Charitable expenditure				
Direct costs:				
Teaching programmes	137,378	45,725	183,103	201,294
Support costs:				
Independent examination fees	1,470	-	1,470	1,470
Non direct HQ Costs	31,475	-	31,475	6,724
Bank charges	420	-	420	146
	<u>170,744</u>	<u>45,725</u>	<u>216,469</u>	<u>209,634</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

3 Employees

	2024	2023
	£	£
Employment costs		
Wages and salaries	82,762	62,262
	<u>82,762</u>	<u>62,262</u>

The average number of employees during the year was 5 (2023: 4). There were no employees whose annual remuneration was £60,000 or more (2023: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £199 (2023: £nil) was reimbursed to trustees for travel and meeting expenses. The total remuneration for key management staff in 2024 was £56,096 (2023: £34,761).

4 INDEPENDENT EXAMINERS FEE

	2024	2023
	£	£
	1,470	1,470
	<u>1,470</u>	<u>1,470</u>

5 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2023	2,799
Additions	-
At 31 August 2024	<u>2,799</u>
Depreciation	
At 1 September 2023	2,648
Depreciation charged in the year	151
At 31 August 2024	<u>2,799</u>
Carrying amount	
At 31 August 2024	<u>-</u>
At 31 August 2023	<u>151</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

Debtors		2024	2023		
		£	£		
6	Amounts falling due within one year:				
	Debtors	294	1,612		
	Taxation and social security costs refund due	1,951	-		
		<u>2,245</u>	<u>1,612</u>		
7	CREDITORS				
		2024	2023		
		£	£		
	Amounts falling due within one year:				
	Other creditors	11,523	6,968		
	Taxation and social security costs	-	433		
		<u>11,523</u>	<u>7,402</u>		
8	THE FUNDS OF THE CHARITY				
		Balance at 1	Income	Expenditure	Balance at 31
		September 2023			August 2024
		£	£	£	£
	<i>Income Funds</i>	55,365	226,992	(237,284)	45,074
	- Restricted Fund	-	48,700	(46,225)	2,475
	- General unrestricted fund	55,365	178,292	(191,059)	42,599
	Summary of restricted fund	£	£	£	£
	V and A Museum	-	1,200	1,200	-
	Radcliffe Trust	-	5,000	5,000	-
	Arts council	-	27,000	27,000	-
	SYP	-	8,000	8,000	-
	Swan Mountain	-	4,000	4,000	-
	This Day	-	3,500	1,025	2,475.00
	Total Restricted Fund	<u>-</u>	<u>48,700</u>	<u>46,225</u>	<u>2,475.00</u>
	Purposes of restricted funds:				
	V and A Museum			- Contribution to Community Engagement Project	
	Radcliffe Trust			- Funding for Raw Activities	
	Arts Council			- Funding for Raw Activities	
	SYP			- Funding for young leaders training and Development	
	Swan Mountain			- Funding for CAT summer term	
	This Day			- Funding for strategic planning work	

THE FUNDS OF THE CHARITY

	Balance at 1 September 2022	Income	Expenditure	Balance at 31 August 2023
	£	£	£	£
<i>Income Funds</i>	107,444	165,856	(217,935)	55,365
- Restricted Fund	-	62,492	(62,492)	-
- General unrestricted fund	107,444	103,364	(155,443)	55,365

Summary of restricted fund	£	£	£	£
V and A	-	1,200	1,200	-
Radcliffe	-	7,000	7,000	-
Youth Music	-	2,268	2,268	-
SYP	-	3,500	3,500	-
Around Town	-	24,062	24,062	-
BBC Children in Need	-	10,000	10,000	-
Groundwork UK	-	14,462	14,462	-
	-	62,492	62,492	-

Purposes of restricted funds:

V and A	- Contribution to Community Engagement Project
Radcliffe	- Funding for Raw Activities
Youth Music	- Contribution to salaries
SYP	- Funding for young leaders training and Development
Around Town	- Contribution to Raw sessions
BBC CIN	- Half Term activities and outings
Groundwork UK	- Cost of living grant

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

9 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£	£	£
Fund balances at 31 August 2024 represented by:	42,599	2,475	45,074
Fixed assets	-	-	-
Current assets	54,122	2,475	56,597
Current liabilities	11,523	-	11,523
	<u>42,599</u>	<u>2,475</u>	<u>45,074</u>

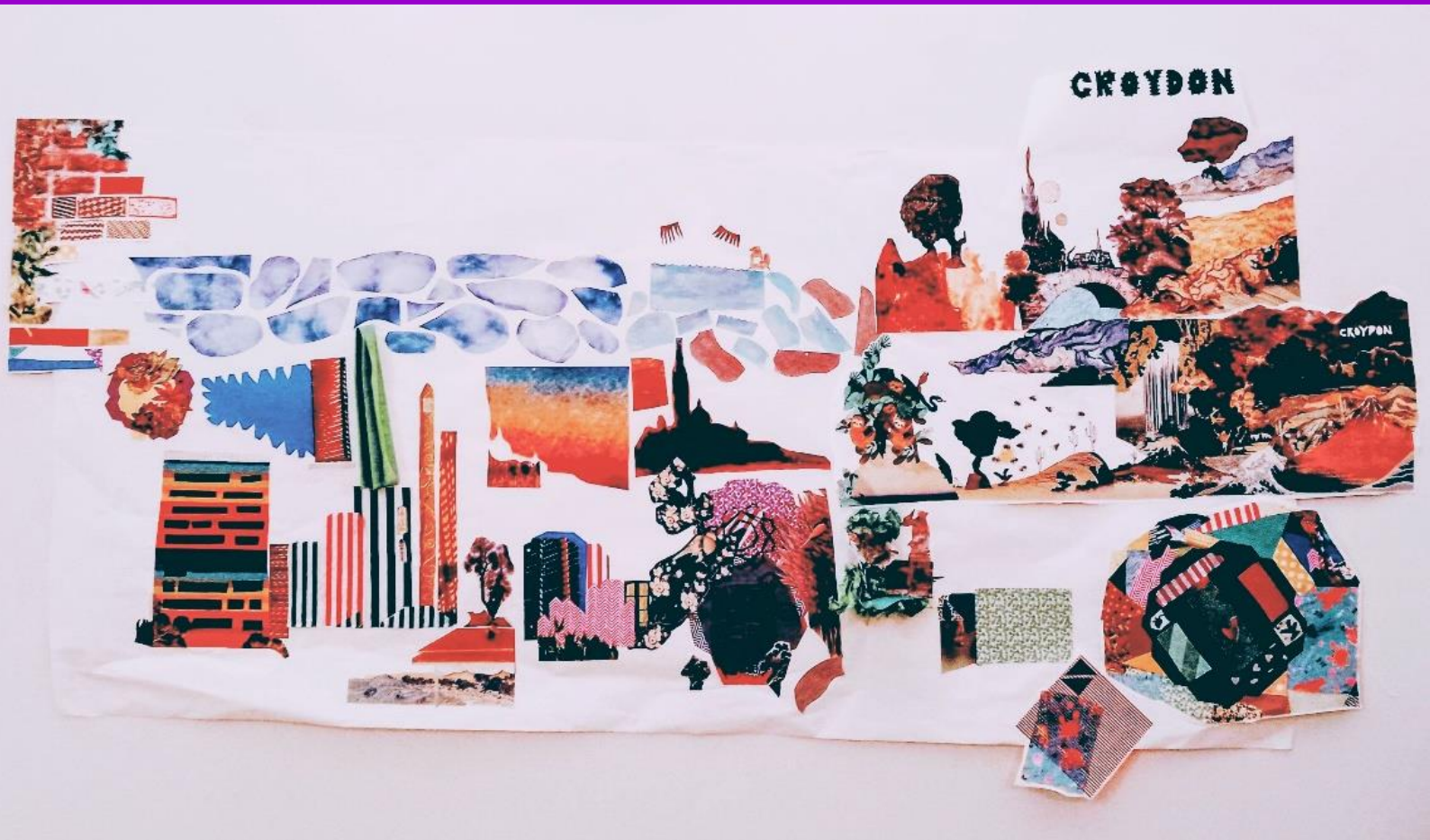
Net assets at 31st August 2024 were comprised of Unrestricted funds.

10 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.



Play for Progress



Annual Report & Finance Statements

Year Ending 31 August 2024

Company Number 09157780 | Charity Number 1166328

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Introduction

Director's Letter

The past year has been one of adaptation, resilience, and deepened commitment to our mission at Play for Progress. As the global landscape continues to shift in ways that profoundly impact displaced young people, we remain steadfast in providing a space of stability, creativity, and care. The world's conflicts and crises have not abated, and neither has the need for unwavering support systems for those navigating the complexities of forced displacement.



Taking up the role of Executive Director this year has been both a privilege and a responsibility of great significance. In my first year leading this incredible organisation, I have been struck by the dedication, passion, and perseverance of our team and young people alike and by the legacy of our trail blazing co-founders Anna and Alyson who have left big shoes to fill. The importance of our work has never been clearer, and I am honoured to be a part of Play for Progress as we continue to grow, evolve, and respond to the needs of those we serve.

In the UK, the policy landscape surrounding immigration and asylum remains deeply challenging. Changes in legislation continue to create uncertainty for our young people, compounding the anxieties of an already complex transition into adulthood. The reality of these barriers fuels our determination to advocate for those we serve and ensure that Play for Progress remains a vital source of support, empowerment, and opportunity.

Despite these challenges, we have seen significant growth in our programming and impact. Our home at the Buddhist Centre continues to provide a nurturing and welcoming environment, allowing us to expand our twice-weekly classes, broaden our educational initiatives, and increase access to casework and therapeutic services. The demand for our offerings has only grown, and we have responded by reinforcing our team's capacity, ensuring we can meet the needs of those who rely on us.

An important milestone this year has been the development and implementation of a dedicated feedback framework. We have worked closely with our young people to co-design a system that is safe, responsive, and reflective of their experiences. This initiative not only helps us measure our impact but also ensures that we evolve in ways that truly serve our community. Listening to and amplifying the voices of our young people is at the heart of what we do, and we are excited to see how these insights shape our future direction.

We have also made significant strides in formalising pathways for young leaders within the organisation. By integrating them more actively into our decision-making processes, we are fostering a culture of shared leadership and empowerment. It is inspiring to witness the talent, passion, and drive within our community, and we are committed to nurturing these strengths in meaningful ways.

As always, none of this would be possible without the dedication of our extraordinary team. The musicians, therapists, educators, artists, and management staff that make up Play for Progress are the backbone of our work. Their commitment to collaboration, creativity, and care is what allows us to provide a holistic and impactful experience for our young people. Our emphasis on organisational health ensures that we continue to grow together, fostering an environment where innovation and compassion thrive.

We extend our deepest gratitude to our funders and supporters. Your trust and belief in our mission enable us to do this work, and we do not take it for granted. In a world that can feel increasingly divided, your generosity and commitment make a tangible difference in the lives of so many.

We bid farewell to our co-founders Anna and Alyson, without whom this great vision would have never seen the light of day. Their sheer determination, hard work and radical love for young refugee community has made Play for Progress what it is today and inspired us all to keep going. They will be sorely missed and we wish them well in their new endeavours.

Looking ahead, we remain resolute in our mission to provide a space where displaced young people can heal, grow, and build futures full of possibility. There is much work to be done, but together, we will continue to create change that matters.

With gratitude,

A handwritten signature in black ink, appearing to read "Bridget Banda".

Bridget Banda

Executive Director

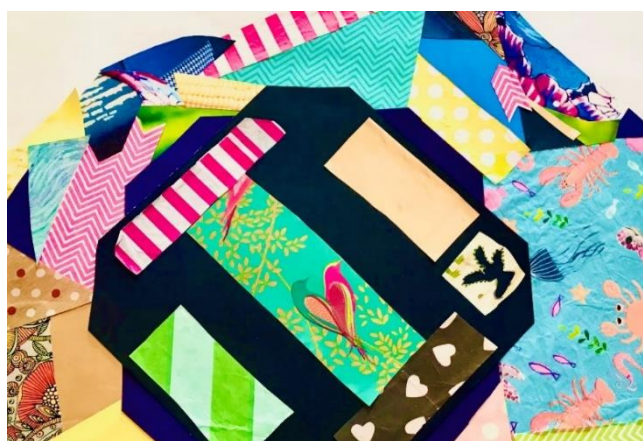
2023-2024: Year of Implementing Change

We are delighted to welcome Bridget Banda as our new Executive Director following an extensive recruitment process. Bridget is a warm, dynamic, and inspirational leader whose deep commitment to solidarity, cohesion, and radical love aligns beautifully with our mission to support unaccompanied young people seeking sanctuary. With experience spanning community support, wellbeing, and advocacy, she has worked in supported housing, as a counsellor at Yarl’s Wood detention centre, and as a facilitator in a women’s prison. As Vice Chair of Medical Justice, she is dedicated to ending medical mistreatment in immigration detention, making her a powerful advocate for systemic change.

At this moment of transition, we also extend our deepest gratitude to Dr Anna MacDonald, who is stepping down as a Founder and Co-Director of Play for Progress. Anna has been instrumental in shaping the organisation, pouring her heart, creativity, and unwavering dedication into building a community where young people can heal, grow, and thrive. Her impact will always be felt, and we wish her every success in her next chapter. Thank you, Anna, for everything.

In our last Annual Report, we shared the exciting news that two of our long-standing tutors had stepped up to lead our Creative Programming. This transition has since paved the way for the development of a new Youth Development Department, with Joseph Cryar taking the lead in shaping and expanding this vital area. Meanwhile, Alice Williamson Jelaska has now fully stepped into the role of Creative Programmes Lead, ensuring that our artistic and expressive offerings continue to flourish and grow. This evolution reflects our commitment to fostering leadership from within and strengthening the support we provide to the young people in our community.

We say a fond farewell to Valentina Frassa, our Advocacy and Caseworker and welcome Eren Ince to fill this role.



Who Are We

Play for Progress is a Croydon-based charity dedicated to supporting unaccompanied young people seeking asylum through creative engagement, education, and community-building.

We provide a space where young people can access opportunities, develop their skills, and find the support they need to navigate the challenges of displacement.



This year has been one of transition, as we move from a founder-led organisation to new leadership under our CEO. This shift has given us the opportunity to reflect deeply on our aims and objectives, ensuring that we are aligned with the evolving needs of our young people. We have introduced new and dynamic methods of gathering feedback, reinforcing our commitment to listening, learning, and continuously evaluating our purpose.



Our five core departments continue to develop in response to the challenges faced by the young people we work with, ensuring that they have access to consistent, meaningful support.

At the heart of our work is a commitment to maintaining a strong and healthy organisational structure, where well-being, open communication, and critical reflection are embedded in everything we do.

One of the most exciting developments has been the growing presence of young people stepping into leadership roles within the organisation. Now in its second year, this initiative has seen former participants take on responsibilities within Play for Progress, offering their insight and lived experience to shape our future. We celebrate this progress and are committed to expanding these opportunities, ensuring that young voices remain at the heart of our work.

Aims & Objectives

Play for Progress: Helping Young People to Survive, Heal, and Thrive

At Play for Progress, our mission is to ensure that young displaced people seeking refuge have the **community to survive, the space to heal, and the stability to thrive**.

◆ Survive: Finding strength in community

Whether through music, art, shared meals, or one-to-one guidance, we ensure that every young person knows they are part of a community that is here for them, whenever they need it. Young people can build relationships both with trusted adults and their peers; develop skills and receive support.

“ I'm very happy because we eat together like a family, I really enjoy that. I never had that here (UK) but we had that at home. ”

– S A

◆ Heal: A space for reflection and growth

Processing trauma and rebuilding confidence takes time, and having a secure environment is essential. Navigating displacement can be overwhelming, and having a stable, understanding environment makes a significant difference. Our team, trained in trauma-informed practice, provides a space where young people can build confidence, process their experiences, and find ways to express themselves. Whether through creative activities, meaningful conversations, or simply the presence of a trusted support network, we offer a space where they feel seen, heard, and valued.

◆ Thrive: The stability to move forward

Stability lays the foundation for the future - it is essential for young people facing uncertainty. By running our sessions at the same times each week with a consistent and trusted team, we create a dependable environment where young people feel secure enough to plan ahead. Over time, this consistency allows them to share not only their challenges but also their dreams, and we work alongside them to turn those aspirations into reality.

Through community, creativity, and care, Play for Progress ensures that young people have the opportunity to building lives beyond displacement, with confidence and hope.

Engagement statistics

Age:

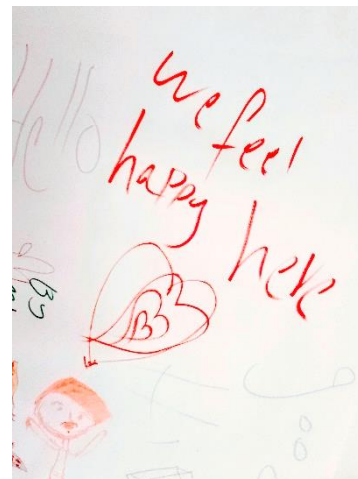
We work with young people between the ages of 15-25.

Gender:

We work mainly with young people who identify as male. We have maintained our girls' membership this year and we are always looking for ways to increase this number.

Countries of Origin:

The picture remains similar to last year. Sudan, Afghanistan and Eritrea were the most common countries of origin for new arrivals.



Delivery:

Over the year we delivered **162 hours** of drop-in creative activities at our home the Croydon Buddhist Centre, working with nearly **200 young people**.

We provided **241 hours** of creative therapy to unaccompanied young people seeking asylum, offering a vital space to process trauma.

Our casework department assisted **53 young people** through complex cases, addressing issues ranging from homelessness, education, health issues, finances and more, coordinating responses with Social Workers, Schools, the Home Office, and the borough of Croydon.

We delivered **99 hours** of 1-to-1 education support, helping young refugees with learning English, vital for navigating both school, the complex asylum system and accessing community.

Participant Recruitment and Retention:

The community we support is constantly changing, with many unaccompanied child asylum seekers arriving in Croydon only to be moved elsewhere in the country, often at very short notice. This upheaval adds to the instability in their lives, so we do our best to be a steady and familiar presence. We keep in touch with all our young people twice a week, reminding them that we're here and that our classes are running. We offer a welcoming space where they can relax, get creative with music and art, and enjoy meals together. We're always mindful of the many other demands on their time, from legal appointments and doctor's visits to meetings with social workers and college commitments.

“ It's like family.
Everyone is smiling. I feel
safe, happy, at home.
You are all angels! No
paper can be enough to
write what I can say
about you. ”
- F A

More young people than ever are coming back to us, with familiar faces returning week after week. It's been especially heartening to see an increase in peer recommendations, showing just how much our community means to them. This year, we've been working on a way to gather feedback that really reflects what they think, without it feeling formal or disrupting the trust and friendships we build at Play for Progress. We trialled this last year and have been using the feedback we received to shape and strengthen our approach, making sure it truly meets the needs of the young people we support.

Over the past year (2023-24), we've seen a big rise in attendance at our drop-in sessions, which has also led to more young people using our one-to-one support services. Our half-term projects are going strong and we regularly see high levels of attendance. We're also thrilled that our young leaders' group is continuing to grow. The next generation is coming through, bringing their feedback and experience to help us ensure the best mode of operating. Their continued participation is not just special for them but also for the younger ones, who benefit from their experience and support.

Context:

2024 was a difficult year for migrant communities, wars, violence and conflicts continued unabated across the world in Ukraine, Sudan, Gaza and Syria to name but a few. The outbreak of war can often be re-traumatising for young people, especially if they are concerned for family and friends in their country of birth. Currently there are over 120 million people forcibly displaced by violence and war and sadly refugee children are more at risk of abuse, exploitation and poverty.

Closer to home, the riots in the UK over summer and the increasing hostility towards refugees and asylum seekers have caused many of our young people to feel unsafe, isolated and excluded from the wider community. Our unique approach to trauma-informed care and centring the importance of play in our weekly activities means young people can thrive and grow in a welcoming and safe space.

At any time, over 500 asylum-seeking young people are based in Croydon. Organisations and services set up to support them often have long waiting lists and limited resources. The Refugee Council's Children's Service, sadly closed their services in Croydon this year. We have been working with their delivery team to transition young asylum seekers to join our programmes, which has seen an increase of roughly 10% in young people per session.



What we do and how we do it

Our work is delivered primarily in person, with the option for one-to-one support to be provided remotely when necessary.

Grounded in trauma-informed practice, we use creative and body-centred approaches to support young people in meaningful ways.

Our work is structured into **two key areas:**

- ◆ **Creative Programmes:** which foster expression and connection
- ◆ **Support Services:** which provide practical and emotional guidance.



We recognise that every young person has their own unique needs and challenges. Our dedicated team works alongside them to provide practical, social, and emotional support, ensuring they feel empowered and heard. We are committed to offering consistent guidance while equipping young people with the skills and confidence to advocate for themselves and access the help they need.

“
I know that Play
for Progress
cares about me
”

– H

Creative Programmes

Our creative programmes provide a welcoming space for young people seeking asylum to engage in artistic expression, build connections, and find moments of respite. These drop-in sessions and projects include after-school classes, half-term workshops, cultural outings, exhibitions, and performances. Through music, art, and wellbeing-focused activities, young people are encouraged to explore their creativity in a supportive environment.

“ I really enjoyed all of it ”

- S H

Creative Arts Therapy (CAT)

Tuesday evenings offer a relaxed creative arts space, led by our therapists. Young people can make art, spend time together, and share a meal in a safe and welcoming setting.

Sessions are delivered by our expert team of drama therapists (HCPC and BADTH accredited) throughout term-time.



Recording, Arranging, and Writing (RAW)

Our flagship Thursday evening session invites young people to experiment with instruments, share their own music, and record their creations alongside our team of musicians and producers.

Over 38 weeks of delivery through the year saw young people able to develop skills, build confidence and make friendships.

Half-Term Projects

Three times a year, we run intensive creative projects that foster collaboration, cultural exchange, and artistic development. Our half term projects are always interdisciplinary, bringing together different departments and guest artists or organisations.

This year, projects featured artist Dima Karout, The London Mozart Players with composer Sarah Freestone, and a project with creative multimedia company Digital Drama exploring



the urban landscape of Croydon. This contributed towards the ‘Little Manhattan’ exhibition at Croydon Clocktower.

Throughout the projects, young people have shared songs from their home countries, worked on group arrangements and collaborative artworks, and explored language through music. These projects provide a valuable opportunity for expression, learning, and community-building.

Cultural Outings and Performances

Our regular outings give young people the opportunity to experience London’s rich cultural scene, helping to build confidence, encourage curiosity, and foster deeper engagement with the world around them.



These trips provide a space for creative exploration, language development, and shared experiences that strengthen connections within the community. By engaging with art, music, and storytelling in different settings, young people gain a broader perspective, a greater appreciation for diverse traditions, and practical knowledge of London and its cultural landmarks, helping them to navigate and feel more at home in their new city.

This year we returned to the V & A, a long-term collaborator, for our annual performance and outing to the museum. Play for Progress staff and young people facilitated public workshops and provided an opportunity for our young people to showcase their music to an external audience.

This year we also explored a little further afield with a trip to Brighton - an outing idea suggested by many of the young people, which was a great success. We visited the seafront, the pier, arts quarter and the Aquarium.

Art

We continue to collaborate with associate artists, providing creative opportunities through outings, trips, and individual projects. These experiences offer young people a space to explore self-expression, develop new skills, and engage with the wider artistic community.



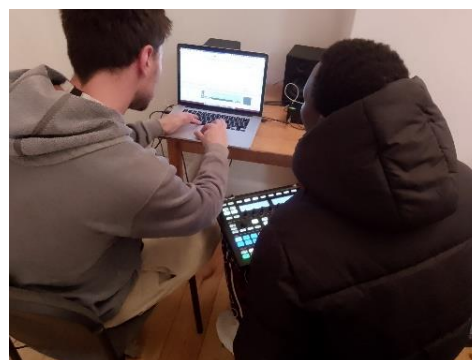
By providing these opportunities, the Creative Programmes team fosters confidence, resilience, and a sense of belonging, ensuring that artistic expression remains a vital part of the Play for Progress community.

Support Services & One-to-One Support

Many young people first connect with Play for Progress through our creative programmes. As trust develops, they often seek support in areas where local services are overstretched or difficult to access. Through one-to-one support in education, therapy, casework, music, and art, we take a holistic approach to ensuring each young person receives the tailored guidance they need.

Education at Play for Progress

Our Education programme provides a highly individualised approach to learning, with English tutors offering one-to-one support tailored to each young person's specific needs. This flexible model ensures that young people receive guidance on everything from foundational English skills to preparing for university, alongside support with schoolwork and casework-related learning. Our approach prioritises not just academic progress but also the practical skills that foster independence and reduce vulnerability.



As the department continues to develop, we are working towards establishing a clearer structure while maintaining the personalised approach that makes it so effective. This year, for the first time, we trialled offering access to ESOL classes for young people, with the aim of equipping them with the skills to begin supporting others in their learning journeys. This approach aims to not only strengthen language acquisition within our community but also foster leadership and peer-to-peer learning, reinforcing the values of collaboration and empowerment at the heart of Play for Progress. We learnt a lot through our pilot and are looking at how to further embed this in the future.

Casework & Advocacy at Play for Progress

The demand for casework support is higher than ever, as cuts to essential services, growing pressures on local councils, and increasingly restrictive policies make it harder for young people to access housing, education, and healthcare. Social services are

“ Thank you, thank you. I keep saying thank you. You've done so much for me. Play for Progress is here for me. ”

– F A

overstretched, and immigration and age assessment cases have become even more complex. Our casework team provides critical advocacy and guidance across these areas, helping young people navigate a system that often feels impenetrable. Throughout the year, we ensured that they had access to the support they needed, working to protect their rights and improve their long-term stability.

At the heart of our approach is empowerment. We create a space where young people remain at the centre of decision-making, offering advice and actionable

options while ensuring they have full agency over their choices. By working collaboratively and with consent, we model a dynamic that challenges the disempowering structures of the asylum system. In a world where young people seeking sanctuary often feel powerless, our approach fosters confidence, autonomy, and self-determination.

As part of this transition, we warmly welcome Eren Ince to the team and bid a fond farewell to Valentina Frassa, whose dedication and compassion have left a lasting impact. We wish her all the best in her next chapter.

Therapy

Our overall therapeutic strategy is outlined in detail later in this report. However, looking specifically at one-to-one sessions, over the year we saw a distinct rise in the demand for therapeutic support, reflecting the increasingly hostile environment faced by young people seeking asylum. Policies such as the Rwanda scheme and ongoing uncertainty around immigration status have heightened anxiety and fear, making it even more difficult for young people to feel safe and secure.

In response, our therapeutic approach focuses on equipping young people with practical tools to manage stress and anxiety. We teach grounding techniques that help them regulate their emotions and avoid triggering a fight-or-flight response. Our sessions provide a space where they can process their experiences and build resilience, supporting them in navigating a system that often feels stacked against them. However, meaningful healing can only begin when they have a stable foundation, and much of our work is about preparing them for that moment.

“ When I came I wasn't good, but I'm much better now ”

– A M



At the same time, we recognise that working in this field places a significant emotional burden on staff. Organisational health is central to our structure, ensuring that our team has access to the same level of care we provide to young people. Burnout and secondary trauma are common in the refugee and migration sector, and we prioritise regular supervision and therapeutic support for our frontline staff. A well-supported team is essential to providing consistent, high-quality care, and we remain committed to ensuring our staff have the resources they need to sustain this work.

Youth Development at Play for Progress

Last year, we introduced a Youth Development initiative at Play for Progress, primarily focused on providing meaningful work opportunities to young people who had been consistently engaging with our services. This pilot programme not only allowed us to offer employment but also gave our young leaders a platform to share their voices and gain firsthand experience within our organisation.

After a successful first year, we are now evolving towards a co-production model, expanding the roles of young people embedded in our organisation. As with any new department, this journey has been a learning experience for all of us. Now, we aim to move beyond simply offering employment opportunities and towards a more equitable, inclusive, and dynamic approach to youth development.

Key developments:

- ◆ **Youth Leadership Council:** We have established a Youth Leadership Council, which has been working well over the past year. Regular termly dinners and meetings are a core part of this process, providing structured spaces for discussion and feedback.
- ◆ **Youth Development Lead:** In May 2024, Joe Cryar – long standing member of the music team – was appointed Youth Development Lead. Having a new member of staff overseeing this aspect of our work, along with our Youth Leadership Trustee Harmin Sijercic, has helped us make headway towards this important part of our strategy.
- ◆ **Youth-Led Feedback & Evaluation:** Beyond the Youth Leadership Board, we have additional dedicated spaces for reflection. The Head of Creative Therapies provides a **therapeutic feedback** space, while the Casework Team facilitates **formal evaluation**, ensuring a comprehensive approach to understanding young people's experiences.

“ I don't know how to say thank you for everything you've done for me ”

– A M

Next steps:

- ◆ **Expanding Leadership Roles:** We will empower our young leaders to co-facilitate workshops, gathering feedback from the wider community of young people.
- ◆ **Diverse Work Experiences:** We have made good headway with bringing young leaders onto our Welcome Team, but hope that by introducing young leaders to a broader range of roles within the organisation, we provide them with valuable skills and career development opportunities.
- ◆ **Structured Training & Skill Development:** In the future, our young leaders will receive training in areas such as safeguarding, IT skills, and reflective practice, equipping them for future employment and leadership roles.

The reflections and evaluations we have gathered so far have provided valuable insights into the impact of this initiative. As we move forward, we remain committed to fostering a **youth-led, inclusive, and forward-thinking** approach to development within Play for Progress.

Therapeutic Leadership & Organisational Wellbeing at Play for Progress

As part of our continued commitment to a trauma-informed and reflective approach, we have made key structural adjustments within our Therapy & Organisational Health team.

Following Becky Finlay Hall's adoption leave in early 2024, a transition was carefully managed to ensure continuity of care and leadership. Theo Kostidakis has stepped into the role of Head of Therapy and Organisational Health, with Becky providing supervision and support from April onwards. This collaborative approach has strengthened the team's ability to support both individual clients and the wider organisation.

To maintain a high standard of reflective practice, structured one-to-one supervision is now in place for all key staff. As our senior team has grown this has been reflected by a marked increase in supervision sessions. Regular group reflections are also held across departments, fostering a shared understanding of trauma-informed practice. These sessions address key themes such as transitions, self-care, and group dynamics, incorporating creative techniques like storytelling, movement, and metaphor to support emotional regulation and resilience.

Throughout these transitions, young people were given ample time and space to process changes in therapeutic relationships, with many demonstrating trust in Play for Progress as a whole. The Creative Arts Therapy (CAT) team, led by Theo and supported by Myriam and Nina, continues to offer one-to-one therapy and group interventions, using a staged approach to trauma recovery that prioritises stability, emotional regulation, and creative exploration.

“ I love it here,
it's peaceful,
quiet ”

- A

Recognising that the responsibilities of leading therapy practice and organisational health are extensive, we have now structured these roles across multiple team members to ensure sustainability and collective leadership. Myriam, who had been a student therapist with Play for Progress, has officially joined the team, enriching the department with her expertise and fluency in Arabic. Nina, who previously worked as a group therapist, has also expanded her role, now delivering one-to-one sessions. Weekly strategy meetings with Bridget Banda have further embedded a trauma-informed approach across all aspects of the organisation, reinforcing our commitment to holistic and compassionate support for both young people and staff.

These developments mark an important step in Play for Progress' ongoing evolution, strengthening our capacity for care, leadership, and creative therapeutic practice.

Therapy Strategy: Trauma-Informed Practices

Our understanding of trauma-informed practice has evolved significantly in recent years, shaping both our internal operations and the way we engage with young people. We have developed a strong organisational commitment to ensuring that trauma awareness is embedded in every aspect of our work, from frontline support to leadership decisions. Regular whole-organisation training sessions, led by our Head of Organisational Health, provide a space to explore the latest research and practical applications, encouraging our

team to reflect on how we can continuously improve our approach. These sessions not only keep us informed about new developments in trauma science but also create opportunities for open dialogue, ensuring that our practices remain both relevant and responsive.

Beyond formal training, structured reflection is a core part of our organisational culture. Each team has dedicated reflection sessions led by a member of the therapy team, offering a space for deeper discussion, shared learning, and support. In addition, all teams conduct their own check-ins and check-outs before and after every session, ensuring that both young people and staff feel prepared, heard, and supported.

Recognising the emotional toll of working in this sector, we have prioritised internal supervision for team leads, allowing them to step back, process challenges, and maintain their own well-being. Senior management also receive external supervision to ensure they are supported in leading the organisation effectively. Our approach to organisational health acknowledges that in order to provide the best support to young people, we must also take care of our staff.



As our work has gained recognition, we have been increasingly called upon to provide training for other organisations seeking to adopt trauma-informed approaches. This included delivery of trauma training for Bow Arts in March 2024, now an annual commitment. Over the past year, we have refined and formalised our training model, equipping us to deliver structured and impactful sessions. With this framework now in place, we are eager to put it into practice and share our learning more widely. In the coming year, we look forward to expanding this work and continuing to advocate for a more trauma-aware sector.

Delivery Highlights 2023-2024

Autumn Term 2023:

September

- ◆ Myriam Abdel-Basit joins Creative Therapies Team as a trainee from East Anglia University for 1:1 and group sessions

October

- ◆ Half Term project with guest composer Sarah Freestone: preparation and composition workshops for December concert with the London Mozart Players
- ◆ Digital art design project with media company Digital Drama: celebrating Croydon's skyline, with work by young people being included in the 'Little Manhattan' exhibition at Croydon Clocktower

December

- ◆ Outing & performance: with the London Mozart Players

Winter-Spring Term 2024:

January

- ◆ New Executive Director Appointed: Bridget Banda

February

- ◆ Half term project: multidisciplinary project centering on trees – collaborative collage, poetry, songs and language sharing
- ◆ Theo Kostidakis takes on role of Head of Therapies for 2024

March

- ◆ Delivery of Trauma Training for Bow Arts (annual)

April

- ◆ Eren Ince appointed as Caseworker

Summer Term 2024:

May

- ◆ Alice Mary Williamson Jelaska appointed as Creative Programs Lead
- ◆ Joseph Cryar appointed as Youth Development Lead
- ◆ Half Term project: Group songbook, connections & bridges – interdisciplinary project with the music team and artist Dima Karout
- ◆ Monthly music outreach sessions at CARAS began, running May-July

June

- ◆ Refugee Week music performance, workshops, outing: V&A Museum

August

- ◆ Strategy away day in Brighton and online strategy consultations with all staff
- ◆ Outing with young people to Brighton: exploring the town, pier & Aquarium



Case Study

HI's Journey with Play for Progress

HI, a young Kurdish man from Iraqi Kurdistan, first accessed Play for Progress in 2019. From his very first visit to our weekly music workshops, his remarkable talent and deep passion for music were clear to see.

Already a self-taught vocalist and drummer, HI was immediately drawn to the clarinet after seeing our tutor, Alice Williamson, play during a session. He shared that he had always wanted to learn the instrument, and he soon began studying clarinet in our weekly classes, supplemented by additional one-to-one lessons. His dedication and rapid progress allowed him to expand his musical repertoire, deepening his connection to music and performance.



Recognising his talent, we sought to document and showcase his growth as a musician. He regularly took part in recording sessions, creating a catalogue of work that reflects both his skill and commitment. As he became a regular participant and an integral part of our community, he also accessed English classes, therapeutic group workshops, casework support, and one-to-one therapy. These services provided crucial support during his challenging transition as an unaccompanied minor refugee.

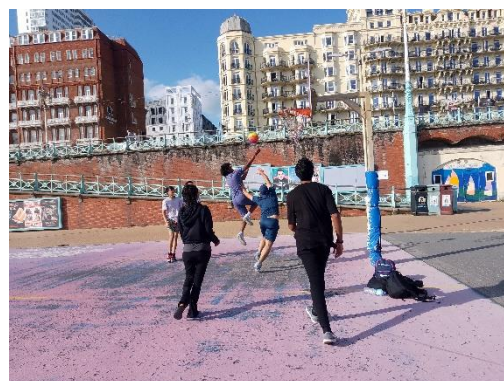
Today, HI is an accomplished musician, performing at venues across London. Through Play for Progress, he has connected with a network of musicians, leading to opportunities such as performing at Flotsam Sessions, a collaborative music event co-organised by one of our team, Maya McCourt. He has also had the chance to perform alongside esteemed Kurdish musicians he has long admired. HI's journey with us has now come full circle, as he begins the process of joining our music team to work alongside us as a musician and teacher, continuing to inspire others as he once was.

Plans for the Future

One of our major priorities in 2024 is to work with young people, our board and our staff to develop our 2024-2027 strategic plan. We have made significant progress in strengthening our sustainability while remaining focused on the steady path of developing our five key areas. By maintaining a clear strategic direction, we continue to build financial security, refine our executive strategy, and ensure that the young people we support can rely on us in times of need and crisis. While there is still work to be done, our commitment to these core priorities allows us to grow in a way that is both stable and responsive to the evolving challenges faced by our community.

Centering Leadership of Our Young People in Governance and Decision-Making

Placing young people at the heart of decision-making ensures that our services remain relevant, effective, and truly responsive to their needs. Those who engage with Play for Progress have firsthand experience of what works and where improvements can be made, making their input essential in shaping our direction. Over the past year, we have strengthened opportunities for young people to take on leadership roles within the organisation, ensuring they have a meaningful voice in governance and advocacy.



Young people are encouraged to participate in leadership through:

- ◆ **Providing individual and peer feedback to the leadership team**
- ◆ **Work placements within the organisation**
- ◆ **Membership in the Young Leaders Council (YLC)**
- ◆ **Participation in meetings and advocacy events**
- ◆ **Leadership skill development at our Leadership Residential**
- ◆ **Acting as advisors to the Board of Trustees, with an option to become a trustee**

To support their involvement, we provide trauma-informed training to ensure that young people can engage safely and confidently without being placed in uncomfortable or inappropriate situations. We now hold regular meetings and dinners where young people share their experiences and feedback with our youth leadership trustee, helping to inform key decisions.

A key milestone this year has been the emergence of a second generation of young people stepping into roles within the organisation. Some have joined the Welcome Team, helping new arrivals integrate into the community, while others are training to become

part of the Education Team after completing their ESOL courses. By expanding these leadership pathways, we continue to ensure that young people play an active role in shaping the future of Play for Progress while developing skills and experience that support their own growth.

Developing and Diversifying the Board and Executive Leadership

Play for Progress was founded by musicians and artists who recognised the transformative power of creative expression for young people seeking asylum. Over the past decade, the organisation has grown from a single weekly music workshop into a full programme of therapeutic and practical support. As we enter a new phase, the founding team is stepping back, and we continue to strengthen our governance and leadership to reflect the diverse experiences of the young people we serve.

This year, we have taken significant steps in diversifying our Board and executive leadership. We have welcomed five new trustees, each bringing a range of backgrounds, perspectives, and professional expertise, ensuring that our leadership structure is more representative of the communities we work with. Additionally, our new CEO brings lived experience that resonates with that of our young people, reinforcing our commitment to ensuring leadership is informed by those with direct understanding of the challenges faced by displaced youth.

Play for Progress remains committed to:

- ◆ **Embedding Experts by Experience** at all levels of the organisation, ensuring that future direction is shaped by individuals with lived experience of the UK asylum system, while providing appropriate support structures to safeguard their wellbeing
- ◆ **Strengthening the diversity of our Board, leadership, & delivery teams** so that the organisation better reflects the ethnic and cultural backgrounds of the young people we support
- ◆ **Maintaining inclusive recruitment processes** that prioritise diverse lived experiences and expertise in shaping the organisation's work

We still have some way to go and we hope that by continuing to develop our leadership in this way, we ensure that Play for Progress remains a truly representative and responsive organisation, led by those who understand firsthand the needs of the young people at its heart.

Developing a Trauma-Informed Impact Framework

Play for Progress remains committed to understanding and demonstrating the impact of our work while ensuring that our evaluation methods do not cause harm. Many of the young people we support have experienced interrogation in various forms, making it essential that any feedback process feels safe, respectful, and empowering.

This year, we have developed and begun implementing our impact framework, which enables us to measure key outcomes in a way that avoids re-traumatisation. By using proxy indicators and staff observations, we can assess our effectiveness without placing young people in uncomfortable situations. This framework not only provides critical insights into the effectiveness of our work but also strengthens our evidence base, ensuring that we can continue to refine and adapt our approach.



As we continue to build our understanding of impact, we remain committed to:

- ◆ **Further developing & refining our trauma-informed impact framework**
- ◆ **Demonstrating outcomes through key proxy measures**
- ◆ **Using the expertise of our creative practitioners** to bring qualitative depth to our evidence base
- ◆ **Expanding our research & evaluation processes** to better understand and communicate the effectiveness of our model

By embedding creativity into our evaluation methods and prioritising a non-intrusive approach, we ensure that young people’s experiences remain central to shaping our work while maintaining their emotional safety.

Strengthening Organisational Health and Sustainability

Ensuring the wellbeing of our team is essential to sustaining the work we do. This year, we have continued to refine our organisational structures to maintain a healthy and supportive working environment. Providing staff with the necessary tools to manage the emotional demands of their roles allows us to deliver consistent, high-quality support to young people.



We have focused on maintaining access to professional supervision at all levels, creating opportunities for staff to engage in structured reflection, and fostering an open environment where challenges can be discussed and addressed collectively. Trauma-informed approaches remain central to our internal processes, ensuring that the same principles we apply to our work with young people are embedded within the organisation itself.

By strengthening our internal support systems, we reinforce the stability and sustainability of Play for Progress, allowing us to remain a dependable space for the young people we serve.

Funding Strategy

As Play for Progress continues to grow, so too does our funding strategy. Thanks to the diligent work of our fundraising team, led by Jodie, we have been able to build upon the foundation previously outlined and put a more structured approach into practice. By beginning our journey to diversify our income streams and strengthening relationships with funders, we have ensured that financial growth aligns with the expansion of our services. This considered approach allows us to plan sustainably, ensuring that we can continue providing consistent and high-quality support to young people while adapting to their evolving needs.

We were delighted to receive new funding from **Arts Council England** this year, with a National Lottery Project Grant supporting our RAW programme and Organisational Health programme, and to start a new 3-year partnership with BBC Children in Need, who have provided core support for the organisation. **These are important endorsements of Play for Progress’s vital work in the arts and social change sector.**

We continue to be exceedingly grateful for the multi-year support of UK Youth: Thriving Minds grant programme and Mary Kinross Charitable Trust, who have both supported us with crucial unrestricted funding.

With many thanks to all those who contributed funding and support to our work this year:

UK Youth
Mary Kinross Charitable Trust
This Day
Aroundtown Foundation
Lloyds Bank Foundation
Arts Council England
SYP Trust

The Radcliffe Trust
Swan Mountain Charitable Trust
BBC Children in Need
Groundwork UK
V&A
Kathleen Hannay Memorial Charity
Team Lewis Foundation



Finance and Reserves

The charity generated total income of £226,992 during the financial year ended 31 August 2024. Expenditure over the same period was aligned with programme delivery and core operations. At the year end, the charity held total funds of £45,074, of which £2,475 was restricted and allocated to specific project activity.

The Trustees have established a reserves policy that aims to ensure the charity can meet its obligations and continue delivering services in the event of unforeseen funding shortfalls. The policy is designed to allow for an orderly wind-down of operations, should this become necessary, and takes into account contractual notice periods, staff costs, and essential operating expenditure.

In light of the highly vulnerable nature of the young people supported by Play for Progress (PFP), the Trustees recognise the critical importance of service continuity. Accordingly, the long-term aim is to maintain reserves—together with confirmed income—sufficient to underwrite a full year of delivery. As of 31 August 2024, the closing unrestricted reserves, in addition to £38,000 of secured income due in early September 2024, represent coverage for approximately four months of core costs (equivalent to one school term). This remains below the target level of £60,000 to £70,000, representing three months of operating expenditure, as set out in the reserves policy.

The Trustees are committed to reaching this reserves target through prudent financial management, income diversification, and the pursuit of multi-year grant funding. The reserves policy is reviewed annually in conjunction with the budget and financial forecasts, and reserves levels are monitored regularly throughout the year. Where reserves fall below the agreed threshold, corrective actions such as cost savings or additional fundraising measures are considered.

The charity continues to monitor its financial risks, including the timing and reliability of income streams, to ensure resilience and sustainability in a challenging funding environment.

References and Administrative Details

Charity Name:	Play for Progress
Charity Registration Number:	1166328
Company Registration Number:	09157780

Principal Address & Registered Office:

377-399 London Road,
Camberley,
Surrey GU15 3HL

TRUSTEES of the Charity & DIRECTORS of the Company

- who served in the reporting period and those appointed since as at the reporting date:

Reina Alameddine	Appointed 13 September 2023
Julia Dawn Beart	Appointed 28 January 2025
Anne Marie Benedict	Appointed 24 March 2025
Keisha Crooks	Appointed 30 July 2024
Vernon Freyer	Appointed 11 September 2023
Alison Griffin	Appointed 01 March 2025
Naomi Popli (née Webb)	Appointed 5 March 2021
Harmin Sijercic	Appointed 13 September 2023

TRUSTEES of the Charity & DIRECTORS of the Company (cont.)

Tamzin Aitken	Appointed 27 April 2020 and resigned 30 July 2024
Hannah Barker	Appointed 5 March 2021 and resigned 27 September 2023
Sally Hogg	Appointed 11 September 2023 and resigned 28 January 2025

INDEPENDENT EXAMINER:

Emmaus Chartered Accountants Ltd

377-399 London Road,
Camberley,
Surrey GU15 3HL

Structure, Governance and Management

Governing Document

The Charity was incorporated as a Company on 1 August 2014 with the Company registration number 09157780 and was registered as a Charity under the Charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a Registered Charity, and a Company limited by guarantee, not having share capital. Every Trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the Charitable Company are the Trustees and Directors.

Management

The overall strategic direction of the Charity is determined by the Trustees who met quarterly in 2023-2024 to consider all matters of relevance to the Charity.

The day-to-day management of the Charity is carried out by the Executive Director Bridget Banda.

Recruitment, Appointment, Election, Induction and Training of Trustees

If the Trustees decide that it would be advantageous to the charity to have one or more new Trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the Trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current Trustees.

Such Trustees may have put themselves forward, have been approached by a current Trustee or there may be a requirement for such a Trustee without having a specific person in mind at the time. In this latter case, the current Trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the Trustees of the Charity at a properly convened meeting of the Trustees. The meeting will only be valid if at least half of the current Trustees are present. Election will be by a simple majority of the Trustees voting in favour of the proposed Trustee.

Trustee Induction and Training

Existing Trustees induct and train new Trustees using the Trustee induction pack. All Trustees are responsible for staying up to date with small Charity good practice and seeking training opportunities where possible.

Risk Management

The Board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The Board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised. As a Board, the Trustees are risk averse, and will therefore do everything in their power to minimise the Charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all Trustees.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Play for Progress for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- ◆ select suitable accounting policies and then apply them consistently;
- ◆ observe the methods and principles in the Charities SORP;
- ◆ make judgements and accounting estimates that are reasonable and prudent;
- ◆ state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation;
- ◆ ensure the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 2 May 2025 and was signed for and on behalf of the board by Naomi Popli

A handwritten signature in black ink, appearing to read 'Naomi Popli', is written above a horizontal line.

Trustee

Financial Statements & Accounting Policies

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES

(including Income & Expenditure Account)

for the year ended **31 August 2024**

		Unrestricted Funds	Restricted Funds	Total 2024	Total 2023
	Notes	£	£	£	£
INCOME from					
Donations	1	174,902	48,700	223,602	164,651
Other Income	1	3,390	-	3,390	1,205
TOTAL INCOME		178,292	48,700	226,992	165,856
EXPENDITURE on					
Raising funds	2	20,315	500	20,815	8,301
Charitable activities	2	170,744	45,725	216,469	209,634
TOTAL EXPENDITURE		191,059	46,225	237,284	217,935
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(12,766)	2,475	(10,291)	(52,079)
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2023		55,365	-	55,365	107,444
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2024					
	8	42,599	2,475	45,074	55,365

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2023 SOFA is included on the following page.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended **31 August 2023**

		Unrestricted Funds	Restricted Funds	Total 2023
	Notes	£	£	£
INCOME from				
Donations	1	102,159	62,492	164,651
Other Income	1	1,205	-	1,205
TOTAL INCOME		103,364	62,492	165,856
EXPENDITURE on				
Raising funds	2	8,301	-	8,301
Charitable activities	2	147,142	62,492	209,634
TOTAL EXPENDITURE		155,443	62,492	217,935
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(52,079)	-	(52,079)
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2023		107,444	-	107,444
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2023				
	6	55,365	-	55,365

UNAUDITED BALANCE SHEET
as at 31 August 2024

Company Number: 09157780

	Notes	2024 £	2023 £
FIXED ASSETS			
Tangible fixed assets	5	-	151
CURRENT ASSETS			
Cash at bank and in hand		54,352	61,004
Debtors	6	2,245	1,612
		56,597	62,616
LIABILITIES			
Creditors: Amounts falling due within one year	7	11,523	7,402
NET CURRENT ASSETS		45,074	55,214
NET ASSETS		45,074	55,365
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	8	42,599	55,365
Restricted Fund	8	2,475	-
TOTAL CHARITY FUNDS		45,074	55,365

The Company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

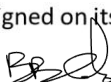
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on 02 May 2025

and were signed on its behalf by




Bridget Banda

Naomi Popli

Accounting Policies

Charity Information

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Emmaus Chartered Accountants, 377-399 London Road, Camberley, Surrey GU15 3HL.

Basis of Accounting

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period.

The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going Concern

At the time of approving the accounts there are no material uncertainties about the charity's ability to continue as a going concern.

Reserves Policy

Normally the charity trustees would consider it prudent to hold between 3 and 6 months of budgeted expenditure in free reserves in order to cover the future needs of the charity and any delays in obtaining income. We consider this range to be between £50k and £100k currently.

At 31 August 2024 the charity had unrestricted funds of £42,599 which would be considered free reserves under the Charity Commission definition, this was below policy guidelines but not considered a risk as an additional £38k income had been confirmed from 2 funds for September, 2024.

Incoming Resources

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

Resources Expended

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

Fund Accounting

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees. Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

- ◆ Musical instruments - 5 years straight line
- ◆ Computer equipment - 5 years straight line.

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

	Unrestricted funds	Restricted funds	Total	Total
			2024	2023
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	7,604	-	7,604	4,058
Grants	167,298	48,700	215,998	160,592
Other Income	3,390	-	3,390	1,206
	<u>178,292</u>	<u>48,700</u>	<u>226,992</u>	<u>165,856</u>
2 RESOURCES EXPENDED				
	Unrestricted funds	Restricted funds	Total	Total
			2023	2022
	£	£	£	£
Cost of sales				
Fundraising	20,016	500	20,516	7,861
Website	299	-	299	440
	<u>20,315</u>	<u>500</u>	<u>20,815</u>	<u>8,301</u>
Charitable expenditure				
Direct costs:				
Teaching programmes	137,378	45,725	183,103	201,294
Support costs:				
Independent examination fees	1,470	-	1,470	1,470
Non direct HQ Costs	31,475	-	31,475	6,724
Bank charges	420	-	420	146
	<u>170,744</u>	<u>45,725</u>	<u>216,469</u>	<u>209,634</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

3 Employees

	2024	2023
	£	£
Employment costs		
Wages and salaries	82,762	62,262
	<u>82,762</u>	<u>62,262</u>

The average number of employees during the year was 5 (2023: 4). There were no employees whose annual remuneration was £60,000 or more (2023: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £199 (2023: £nil) was reimbursed to trustees for travel and meeting expenses. The total remuneration for key management staff in 2024 was £56,096 (2023: £34,761).

4 INDEPENDENT EXAMINERS FEE

	2024	2023
	£	£
	1,470	1,470
	<u>1,470</u>	<u>1,470</u>

5 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2023	2,799
Additions	-
At 31 August 2024	<u>2,799</u>
Depreciation	
At 1 September 2023	2,648
Depreciation charged in the year	151
At 31 August 2024	<u>2,799</u>
Carrying amount	
At 31 August 2024	<u>-</u>
At 31 August 2023	<u>151</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

Debtors		2024	2023		
		£	£		
6	Amounts falling due within one year:				
	Debtors	294	1,612		
	Taxation and social security costs refund due	1,951	-		
		<u>2,245</u>	<u>1,612</u>		
7	CREDITORS				
		2024	2023		
		£	£		
	Amounts falling due within one year:				
	Other creditors	11,523	6,968		
	Taxation and social security costs	-	433		
		<u>11,523</u>	<u>7,402</u>		
8	THE FUNDS OF THE CHARITY				
		Balance at 1	Income	Expenditure	Balance at 31
		September 2023			August 2024
		£	£	£	£
	<i>Income Funds</i>	55,365	226,992	(237,284)	45,074
	- Restricted Fund	-	48,700	(46,225)	2,475
	- General unrestricted fund	55,365	178,292	(191,059)	42,599
	Summary of restricted fund	£	£	£	£
	V and A Museum	-	1,200	1,200	-
	Radcliffe Trust	-	5,000	5,000	-
	Arts council	-	27,000	27,000	-
	SYP	-	8,000	8,000	-
	Swan Mountain	-	4,000	4,000	-
	This Day	-	3,500	1,025	2,475.00
	Total Restricted Fund	<u>-</u>	<u>48,700</u>	<u>46,225</u>	<u>2,475.00</u>
	Purposes of restricted funds:				
	V and A Museum			- Contribution to Community Engagement Project	
	Radcliffe Trust			- Funding for Raw Activities	
	Arts Council			- Funding for Raw Activities	
	SYP			- Funding for young leaders training and Development	
	Swan Mountain			- Funding for CAT summer term	
	This Day			- Funding for strategic planning work	

THE FUNDS OF THE CHARITY

	Balance at 1 September 2022	Income	Expenditure	Balance at 31 August 2023
	£	£	£	£
<i>Income Funds</i>	107,444	165,856	(217,935)	55,365
- Restricted Fund	-	62,492	(62,492)	-
- General unrestricted fund	107,444	103,364	(155,443)	55,365

Summary of restricted fund	£	£	£	£
V and A	-	1,200	1,200	-
Radcliffe	-	7,000	7,000	-
Youth Music	-	2,268	2,268	-
SYP	-	3,500	3,500	-
Around Town	-	24,062	24,062	-
BBC Children in Need	-	10,000	10,000	-
Groundwork UK	-	14,462	14,462	-
	-	62,492	62,492	-

Purposes of restricted funds:

V and A	- Contribution to Community Engagement Project
Radcliffe	- Funding for Raw Activities
Youth Music	- Contribution to salaries
SYP	- Funding for young leaders training and Development
Around Town	- Contribution to Raw sessions
BBC CIN	- Half Term activities and outings
Groundwork UK	- Cost of living grant

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2024

9 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£	£	£
Fund balances at 31 August 2024 represented by:	42,599	2,475	45,074
Fixed assets	-	-	-
Current assets	54,122	2,475	56,597
Current liabilities	11,523	-	11,523
	<u>42,599</u>	<u>2,475</u>	<u>45,074</u>

Net assets at 31st August 2024 were comprised of Unrestricted funds.

10 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

Play for Progress
Year Ended 31st August 2024

Independent Examiner's Report to Play for Progress

I report to the charity trustees on my examination of the accounts of Play for Progress for the year ended 31st August 2024.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 have completed my examination. I confirm that no 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 the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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

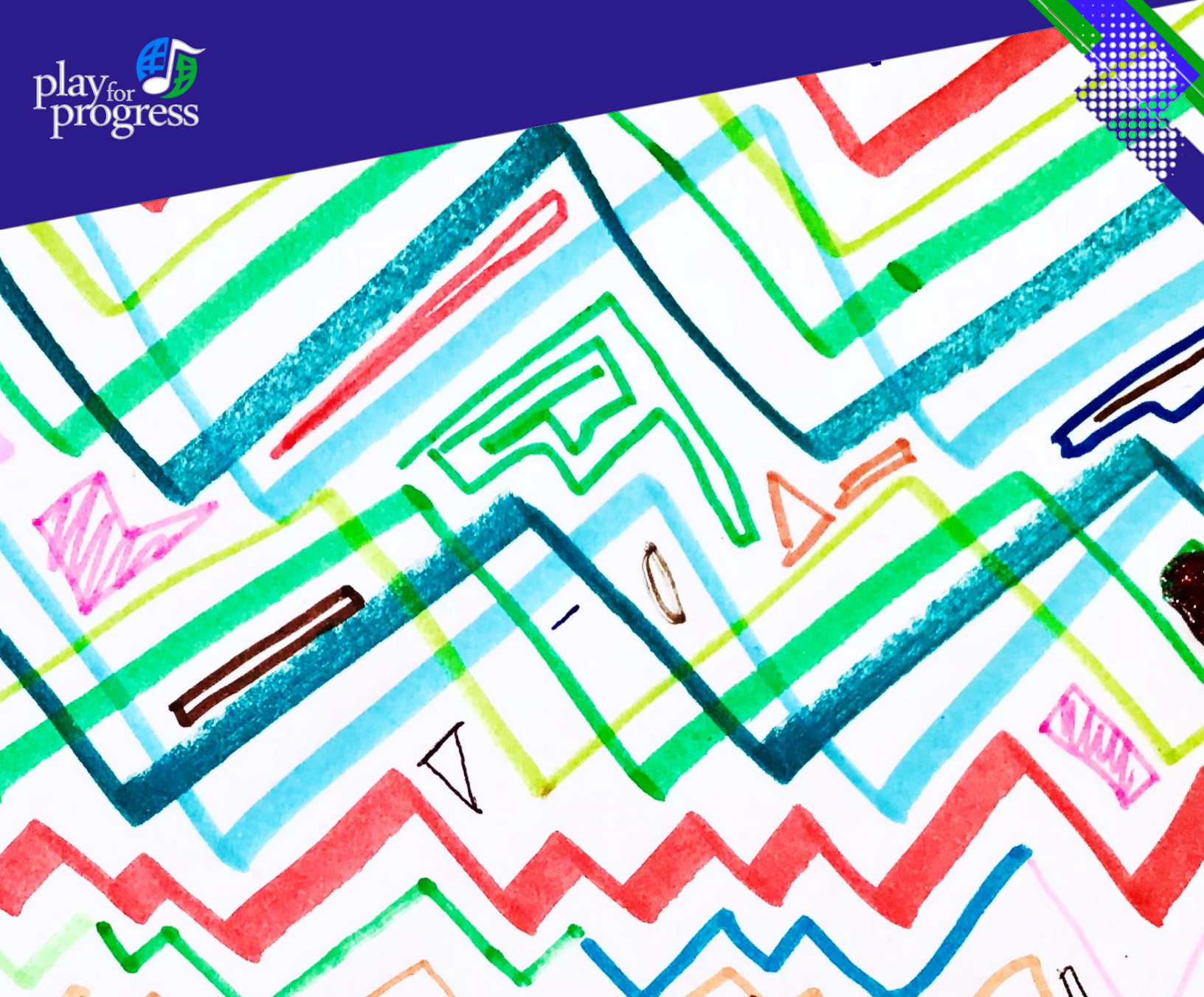


Sarah Shearer FCA BSc AICB
377-399 London Road
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Surrey
GU15 3HL
22 May 2025

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts



TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDING AUGUST 2023

Company Number 09157780 | Charity Number 1166328



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Introduction

Letter from the Director

Against the background of ongoing global instability compounded by the COVID-19 pandemic we have continued to open up, reassess our offering, and provide consistent, creative support.

The number and geographically widespread nature of current global conflicts has been deeply troubling both for our young people and our team. The ongoing fighting in Sudan has had a particularly deep impact on our community in the same way the fall of Kabul did two years previously. These difficulties have been made immeasurably harder by the Government's different approach to different groups of refugees. This is exemplified by the Illegal Migration Act which extinguishes access to asylum in the UK for anyone who arrives *irregularly*, having passed through a country where they did not face persecution. The UN high commissioner for Refugees has stated that this is at variance with the UK's obligations under international human rights and refugee law.

"The Bill denies access to protection in the UK for anyone falling within its scope - including unaccompanied and separated children - regardless of whether they are at risk of persecution, may have suffered human rights violations or whether they are survivors of human trafficking or modern-day slavery and may have other well-founded claims under international human rights and humanitarian law."

UNHCR Press Release 18th July 2023

This additional legislation, along with a complex and unkind immigration system as well as the ongoing backlog caused in part by the COVID-19 pandemic, has increased the already high anxiety in our young people as they approach the age of 18.

It is against this backdrop that we have sought to bring stability and consistency. We have settled well into our home at the Buddhist centre and the Buddhists continue to make us feel very welcome. We have

established our twice-weekly classes, expanded our education offering and seen our casework and therapeutic load increase exponentially. In short, we continue to provide services with a close-knit expert team that are readily taken up by the young people. In order to ensure that we continue to do this, we have begun to introduce a distinct feedback framework to measure impact and keep us on the right track. We have spent a lot of time thinking how we could measure and evaluate our impact in a manner that is safe, creative and responsive for our young people, and will be piloting this new approach in the upcoming year. We are committed to providing young people centred services and are collaborating with the young people to discuss numerous ways to make our young leaders part of the team officially. We are happy to share that we have already begun to implement these ideas and are already seeing the benefits of giving our young people a voice in these endeavours.

It is against this background of change that we announce our co-founders have decided the time is right to step aside. Our timelines are slightly different with myself staying with the organisation for another year while we bid a fond farewell to Alyson Frazier. We are hugely grateful to her for all she has given to set Play for Progress up and see the organisation so far along its journey. Words can't quite do justice to her efforts, so we hope a simple thank you and a wish from all in the organisation that she thrives in whatever she chooses to do is enough.

As always, we are grateful to our team for their creative thinking, passion and for shaping the change that will ensure the organisation continued development. Play for Progress is incredibly lucky to have the musicians, therapists, artists, board members and management teams that we have. The emphasis we place on Organisational Health means that there is time for our teams to share ideas and thoughts on a regular basis, while the whole organisational training sessions have allowed us to spend time in person and share a common philosophy. Despite the ongoing challenges we continue to support each other and create a collaborative way of working which ensures the holding of our whole community.

No organisation would be able to do this work without the trust and good faith of a host of funders. A heartfelt thanks to each and every one for your support.

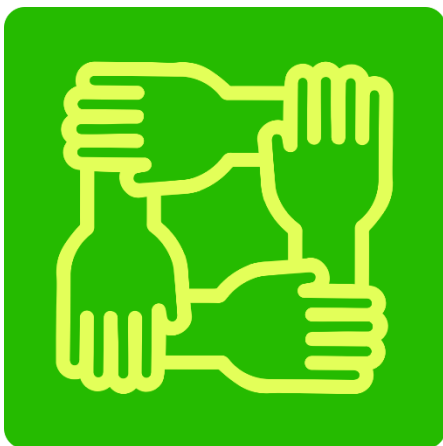
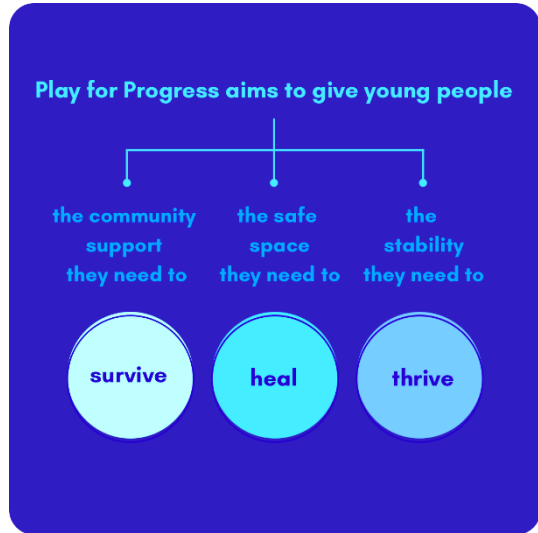
The world is in a difficult place and we believe the more people who are thinking creatively and collaboratively the better.

Anna MacDonald

Co-founder & Director

Our Purposes & Aims

Play for Progress is a Croydon-based charity that supports unaccompanied young people seeking asylum and promotes community resilience through trauma-informed creative engagement in the arts and education.



Our aims have evolved over the years as we have begun to understand our community more deeply, their needs and how we can support them in the most effective manner. This has taken time, learning on our part and patience from our young people. We feel that we are now where we need to be to continue to grow in the right direction. Our five departments continue to develop trust and strong relationships with our young people whilst assisting them to overcome the many challenges they face. Organisational Health is at the centre of our structure and this has ensured our team is looked after and our communication model is open to critical thinking. We continue to reflect and incorporate new methodology and learnings as we move forward.

Play for Progress is first and foremost a community. We provide a safe, trauma-informed space with dedicated adults who are consistently there to ensure the well-being of our young people. For the first time this year we have begun to welcome members of our original cohort back into the space as volunteers and team members. We are keen to develop this further and create a permanent mentor role within the space.



Play for Progress’s mission is to ensure that while seeking the right to refuge, young displaced people have:



the community support they need to **survive**

We run our weekly classes which are drop-in and open to all young people. We send out reminders to our whole cohort twice every week. Our consistency means that they know we are there for them if they want to relax, play music, make art or speak with our 1:1 support services.



the safe space they need to **heal**

Whether young people arrive to meet with friends, enjoy companionship over food or for an appointment there is room for them. Whether they want to talk, sit in silence, play games or speak with friends there is always room for them. In a world where there are few dedicated, safe and appropriate spaces for these young people, finding this room is important.



and the stability to **thrive**

Every week we run our classes on a Tuesday and Thursday between the same hours with the same team. Consistency is the keystone for the work we do. In the context of safe, secure, consistent relationships young people can share not only their challenges but their wishes. Our team does whatever they can to build the foundation for these to become a reality.

We aim to provide young people who engage with us with the tools, resources, and people they need to develop the skills that will best help them to establish and deepen their foundation of wellbeing. We firmly believe that the arts, play, and creative therapies are best placed to accomplish this.

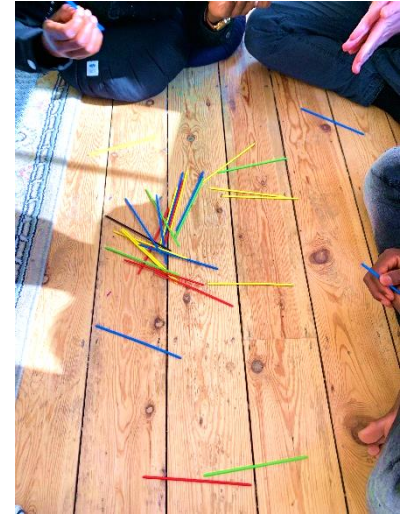


Organisational Health



We also recognise our responsibility to the wider sector to ensure our team is well looked after which is why we have spent the last few years really focusing on and developing our Organisational Health support and shaping that into an offering for the wider community. There has been a gradual increase in awareness around this subject - and as Play for

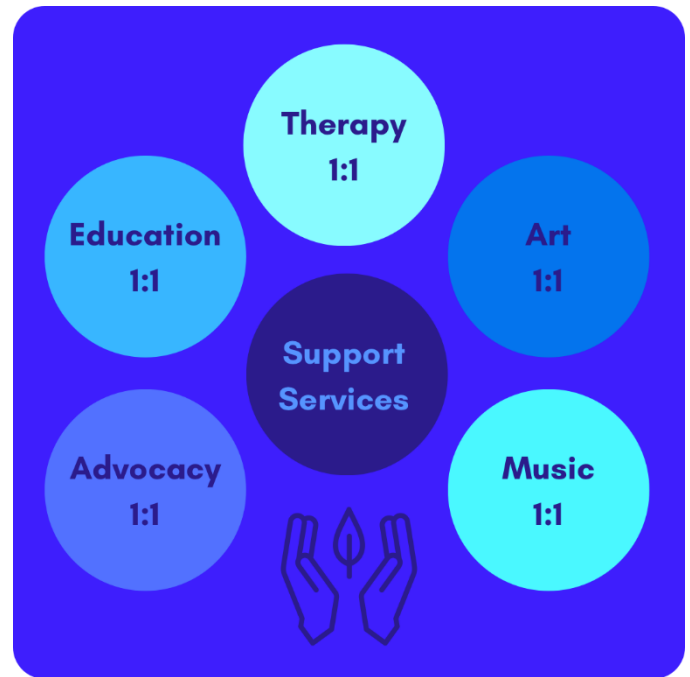
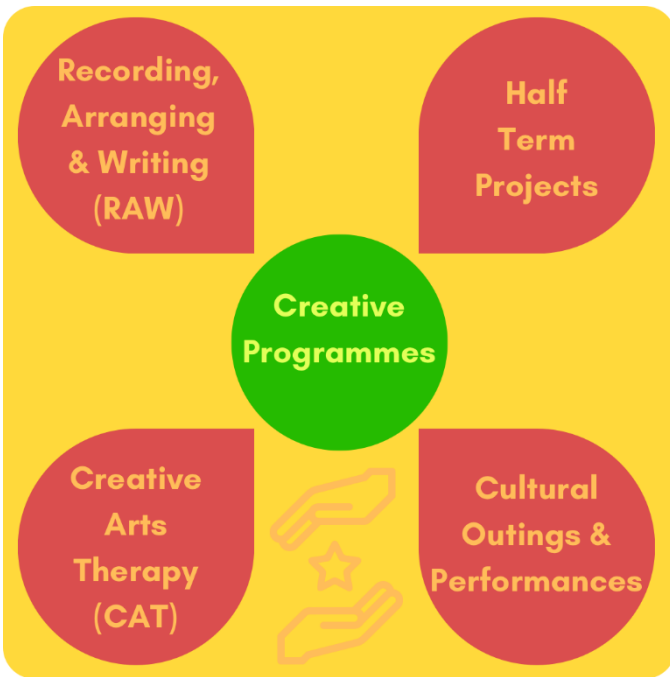
Progress has dedicated time to creating a long term infrastructure to support Organisational Health, we feel we are well placed to share this information especially with small grassroots organisations, art organisations and local authority agencies. This last year has seen the number of training sessions we provided increase and as well as a consolidation of the training programmes we offer. The official launch of our training for those who work in the sector will come in the next year. Until then we will continue to provide training to those who seek it.



The Work We Do

What We Offer

Our activities are in person, but 1:1s can take place remotely as needed. Our delivery focuses on creative and body-centred therapeutic methods and is grounded in evidence-based trauma science. We deliver two strands of work: Creative Programmes & Support Services.



Each young person's journey with us is as individual as they are. Our expert team works with them to identify their needs. Through us they can access practical, social and emotional support. We aim to ensure consistent support for our young people. We aim to provide the skills and knowledge necessary to allow them to advocate for themselves and seek help when required.

1. Creative Programmes

The drop-in group projects we run are open to any young person seeking asylum. These include after school classes, half term projects, cultural outings, leadership residentials, exhibitions and performances all involving engagement in music, art, dramatherapy, and wellbeing practices.

Recording, Arranging and Writing (RAW)

Our Flagship Thursday night class where our music team encourages young people to pick up instruments, bring their own music and record it. The second volume of our RAW album is just about to be published.



Creative Arts Therapy (CAT)

On Tuesday night our therapists run a creative arts class. Young people come to relax, make art and eat together in companionship.

Half Term Projects

We run three half term projects every year. For example in the October 2022 half term, the main focus was on learning songs the young people had brought, creating arrangements and informal performances in the group, and learning words in different languages. Sharing of music, language and food in a safe environment with trusted adults gives value to culture and creates trust. This sounds like a small thing in many ways but for our young people this is respite from the world they live in which is often very perilous.



Cultural Outings & Performances

The Horniman museum visit was led by one of our associate artists Dima Karout. She guided the group around the Internal Landscapes Exhibition, where they enjoyed the Music Gallery, played instruments together, looked around the rest of the museum and had some food. It was incredibly fruitful for English language learning and learning about London. Poems about parts of Lewisham were read together (young people chose their favourites and read them out) and then a discussion followed about the words, places, meanings, and histories.



The Annual Victoria and Albert Museum (V&A) performance was held on a gorgeous day in June as part of Refugee week. A group of young people led a music workshop in the outside courtyard which was very well received.

2. Support Services, 1:1 support:

Once we have established trust with young people through our creative programmes, they often ask for help in other areas, as other local support is either over-subscribed or inaccessible. We offer 1:1s with specialists in education, therapy, casework, music and art. This range of services means we maintain holistic awareness of their needs and support them in multiple areas. In 2022/23 we provided over 330 hours of 1:1 support.

Education

Our educators truly understand not only the value of learning for learning's sake but also the practical day-to-day skills that are required. Some young people are learning numbers and letters so they can safely get the correct bus home while others are preparing for exams they hope will allow them to apply to university. Our sessions are led by young people. The range of reasons for learning is vast and we are not necessarily looking for academic achievements; we are also increasing the ability to integrate, learn in college and reduce vulnerability.

Art

We continue to engage with our associate artists through outings, trips and individual projects.



Casework

This department has seen the biggest increase over the past year. The cases are increasingly complex as councils try to save money on housing budgets, social workers and services. Our team deals with education, health, housing, immigration and age assessments. This is a wide-ranging yet highly specialised group of topics. Navigating this complex series of hurdles would be challenging for anyone, let alone an unaccompanied young person working in their second language in a system they did not grow up with.

Therapy

Our overall therapeutic strategy has its own section later in the annual report. Briefly, looking specifically at the 1:1 sessions, we are seeing an increasing number of young people seeking therapeutic support. Some of the young people we work with cannot sleep because they do not feel safe at home. Through the body work techniques they learn around rest they develop strategies they can use to counter this. We teach grounding techniques which allow them to avoid triggering their fight and flight responses and we aim to prepare them to be able to begin the healing journey once their safety (immigration status amongst other things) is secured.



Play for Progress places considerable emphasis on 'organisational health'; in order for our team to provide the best support to young people, the teams' own mental health and wellbeing must be attended to. Stress and burnout of staff in the refugee/migration sector is a huge problem. Play for Progress ensures that secondary trauma is recognised and every member of the frontline delivery team has access to therapeutic supervision and support.

Our Achievements in 2022-2023



It is always a joy to be able to share some of the triumphs the Play for Progress community has celebrated this year.

Organisational Achievements

➤ Allies In Arts

We reinstated our Allies in Arts Series which sees Play for Progress sponsoring music performances for the Refugee Council's Children's Section (RCCS) social nights on a regular basis. This strengthens our relationship with RCCS and is great for allowing the young people to see trusted adults in both organisations working together.

➤ Inter-departmental Collaborations

Building on the success of previous years we decide to open up our half term projects to members of all the different Play for Progress departments. These inter-departmental projects provided a lovely opportunity for everyone to work together, share themes and ideas as well as giving the young people interesting activities to engage with.

➤ Alumni Active Engagement

For the first time the young leaders cooked at our end of term party, bringing specialities from their home countries (and assisted to various degrees by staff members). There was such delight from our regular attenders not just to see the young leaders taking on this role but to taste



the food. There were many suggestions about how to ‘improve’ recipes according to where each young person was from. These were taken in good spirits. The party finished with Afghan tea brewed over an open fire in the garden. It was a truly beautiful occasion.



➤ Museum Outings & Performances

Although not quite back to our regular outing schedule we managed to visit the Horniman Museum with Dima Karout, one of our associate artists.

The annual V&A outing and performance took place as part of Refugee week

➤ Projects with other Creative Organisations

As part of Croydon Borough of Culture, Play for Progress alongside The Little Manhattan project ran a workshop titled Art in Transit. It is always great to work with other creative organisations in the Croydon area and this one was no exception. We expect further collaboration in the future!

➤ Music Recordings

RAW (Recording Arranging and Writing class) Volume 2 is the second album to be written, arranged and recorded by our young people and music team.



Young People Achievements

University Places

It is with real delight that we announce that another two of Play for Progress's young leaders are going to university this year, while another progresses to do his Masters degree. To overcome the challenges that they have and achieve these incredible results is inspiring. We continue to support them in their onward, upward progression.



Working Within Our Team

This year also saw a young person begin to work with us in a permanent position. He has joined us in the role of Welcome team member. Being able to offer this opportunity has been a real eye-opening experience both in terms of the benefits for the young person and for Play for Progress. It has encouraged us to seek funding to roll this out further which will be discussed in greater detail later in the report.

Engagement statistics



Age

We work with young people between the ages of 15-25.



Gender

This is a mixed picture although most of the young people who we work with identify as male. We have increased our girls' membership this year which has been encouraging and we are keen to build on this number over the coming year.



Countries of Origin

Sudan, Afghanistan, Albania and Eritrea were the most common countries of origin for new arrivals with new members also arriving from Chad, Kuwait and Somalia

Participant Recruitment and Retention

We have been delighted to see our numbers continue to grow after the Covid-19 pandemic years.

Several of our 'feeder' organisations were still closed or just beginning to re-open this year so the vast majority of our new attenders were peer referrals. This is something which we feel shows that we are providing a service that the young people value and enjoy.



Engagement in numbers 2022-2023



The community we work with is very transient. Although a high percentage of unaccompanied child asylum seekers arrive in Croydon they are often moved to other parts of the country at some point during their asylum journey. This can happen at extremely short notice and causes further instability in their young lives. As such we strive to be as consistent a force in their experience as possible. We are in contact via text message with our entire register of young people on a twice-weekly basis - and also post on private social media pages - letting them know we are there and that classes are running. We encourage them to attend to relax, play music and art while enjoying food with their peers. This is done whilst being mindful of the many other calls on their time including lawyers' meetings, doctor's appointments, social worker meetings and college to name a few.

Our retention rates are higher than ever as we see our core young people returning week after week. We are also seeing an increase in peer recommendations which is very heartening. One of our focus points this year has been to create a framework to collect feedback from our young people. This has been a labour of love as we work to ensure it is both reflective of what our young people are saying and also does not impede the work we are doing at Play for Progress of building trust and relationships. We are trialling our PfP-developed method in the Autumn 2023/24 term and will update in the 2023-24 annual report.

Over the year 2022-23 there was a marked increase in young people attending our drop-in classes. This had a knock on effect and meant that our 1:1 support services saw significant increase in attendance. Our half term project attendance almost doubled from the previous year. We continue to see the return of our young leaders' group who are now in their early 20s. This retention is particularly special as many of them have been moved out of the Croydon borough. It is also incredibly important for the newer young people to have 'elders' in the space to talk to.



Trauma-informed practices (TIP)



We have learned so much over the last few years around what trauma-informed practices means, how to implement it and why it is important. Our Head of Organisational Health Becky Finlay-Hall continues to update the team at our tri-annual training on new thinking around TIP. This includes everything from an outline of the neurological basis from clinical research papers right through to the potential effect on our young people. This kind of 'joined-up' teaching means that the learning is easily digestible, relevant and applicable.

It also keeps Play for Progress up to date on the latest clinical thinking whilst we are actively working with an affected community. These training sessions lead to great in-depth discussions as we work to understand our community and our team as best we can. In particular discussion focusses on how our practice can be further integrated into our interactions. For example, starting the education 1:1 sessions with a breathing exercise worked really well and has now been taken up by the advocacy service.

With that in mind Play for Progress continues to provide monthly reflective sessions for each of our delivery teams. We want to ensure an open environment where questions can be asked and communication is safely received. Each delivery team also opens and closes every session with a check in and check out. Again, this is an opportunity to ensure that everyone feels held and seen, as well as it being a time for communication, sharing ideas and highlighting any concerns.

At a time when we see so much burn out across the sector we are committed to ensuring a healthy work environment for our people. As our team grows and new positions are created we have continued to offer internal supervision to our team leads to ensure that they are given time and space to work through any challenges, think through any conundrums and have a moment to breathe in a very busy world. Our senior management all receive supervision from external professionals for the same purposes as the team leads and this is paid for by the organisation.



As we grow as an organisation we are keen to ensure that everyone, from the frontline of Play for Progress all the way to the Board, are involved in team self-care. We have an open invitation to all in the organisation to attend our tri-annual training and an induction for new team members.

Play for Progress is being asked on an increasingly frequent basis to provide training for other organisations on how to work with communities in a trauma informed manner. In 2022-23 we provided training for MPs, BoW Arts, Kathakali, the Hub Feltham and several other organisations.

At the end of this year we decided to begin the process of formalising our training and have begun the development of the resources we will need for this. We look forward to updating you in our next annual report as to how this has begun to build.



Young Person Case Study: AAZ

In recent annual reports we have highlighted different issues our community face or how external challenges have increased the complexity of their situation. This year we are zooming out on one Young Person's experience across 3 years to give an overview of some of the major barriers these young people face.

The young person in this case study is Sudanese and we are calling him AAZ.

AAZ had a substantial delay for his substantive interview, housing issues and budgeting challenges.

In May 2020 the Play for Progress casework team started working with AAZ when he asked for support with his asylum claim and housing.

He had submitted his asylum application and had been waiting for his substantive interview for 1.5 years. As no updates had been received he was growing increasingly concerned. After Play for Progress got in touch with both his PA and solicitor to request an update on the matter the solicitor started making regular contact with the Home Office and forwarding their replies. This reassured AAZ that the wait was normal and he would be given a date for a substantive interview eventually.

He was living in a foster care placement but, according to his PA, he would have to leave by August 2022. He was aware his status had to be granted in order to get his own studio flat, so was worried about what would happen to him if this wasn't granted before August. His PA explained he had two options: supported lodgings or a shared house with a semi-independent provider, the majority of which would be based outside of London. This was a big shock, as AAZ was attending college and had his entire support network in Croydon.

In February 2022 there seemed to be some issues around communication between AAZ and his PA. While AAZ was attending meetings with him, he always left confused about his situation. Play for Progress supported him through that uncertainty by liaising with his PA directly and offering him time and space to discuss and explore his options around housing, trying to make sure he understood completely.

In August 2022, AAZ finally sat his substantive interview. This left little time to resolve his ongoing housing situation. Given the circumstances, we ended up negotiating a *stay put* agreement with his current foster carer, so he could remain there whilst awaiting to hear the

May
2020

Dec
2020

Aug
2022

outcome of his asylum claim. However, in September, he was suddenly told the situation had changed and he would need to leave within 1 month. These sudden changes are not unusual and make it difficult for young people to build trust with the adults in social services as well as making it hard for them to feel safe.

At this time, AAZ was attending therapy with Play for Progress, so he had a space to explore the uncertainty and confusion around his housing. His therapist and caseworker did some joint work on the matter, including a few 3-way meetings with him, where we explored his wishes and potential scenarios (if independent housing was not found by the move-out date, he would have to spend a period of time in emergency hostel accommodation, such as YMCA, which he really wanted to avoid). Fortunately, a very small studio flat was found a week before his move-out date. We supported AAZ in thinking about the move, how to prepare for this both practically and emotionally. There was also some work to be done around managing expectations, so he wasn't disappointed with the outcome.

This was the first time that AAZ had paid bills, so he needed some support around budgeting and getting used to 'adult life'. These concerns were shared with his PA, who confirmed that he would be given free school meals and money for Wi-Fi, but he needed to get used to paying his bills and other expenses. Having this clarity allowed AAZ to plan appropriately.

In November, AAZ was supported to apply for a Buttle grant, offered by Chances for Children to children and young people who have experienced a crisis that has had a significant, enduring impact on their wellbeing and educational engagement. With these funds, we purchased a yearly gym membership, winter clothes, a rug and a sofa to furnish the new place, and a laptop for college.

By the end of 2022, AAZ was still coming to Play for Progress with concerns around budgeting and paying bills. We arranged for a tutor to offer a budgeting session, where he could get some useful tools to manage this. AAZ took this chance to directly request 1:1 English lessons to improve his English for college. We arranged for this to happen: he had a one off budgeting session and started his weekly English lessons on the first week of December. He has been receiving weekly 1:1 English lessons since.

In February 2023, Play for Progress got a pool of funding for young people struggling with staying warm through the cost of living crisis. We used some of this budget to top up AAZ's electricity meter on several occasions, ensuring he could use heating over the winter.

Sep
2022

Nov
2022

Feb
2023

By May/June 2023, AAZ had been granted his leave to remain and had more housing options available. He finally moved into a bigger flat, which he was very happy about. He also decided to study a diploma in Vehicle Systems Maintenance at college. The new flat is a bit further away from college and he no longer has an under 18s transport card, so he was struggling to afford travel to college. This was discussed with his PA, who brought this to the leaving care team, who will be able to pay for his monthly travel costs.

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In September 2023 AAZ participated in a work experience shadowing program organised by Play for Progress, where he was assigned an MP to shadow in the Houses of Parliament.

A blue circular marker containing the text 'Sep 2023' in white, connected to the main text by a vertical blue line.

In recent months, AAZ continues to worry about finances and budgeting. He has moved to a much bigger 1 bedroom flat and, as temperatures drop, it is becoming increasingly expensive to heat up the place. He is keen to get some extra income, so he has requested advice around working part-time and how this would affect his benefit entitlement. We worked on his CV and updated it with the Parliament placement information. We are liaising with both his PA and key worker to explore the possibility of working part-time and have spent some time discussing this with AAZ.

AAZ is a motivated, bright young man who contributes in a myriad of ways to the Play for Progress community. We are delighted to be able to support him through the challenging steps from under-18 in the care system to being an independent adult as well as exploring his options now that he has leave to remain. The constant changes in the system mean that Play for Progress is constantly learning as well as being able to see first-hand how difficult it is to navigate.

Organisational Changes

The last few years have seen big changes for Play for Progress as we faced Covid-19 challenges, moved homes and brought in innovative, creative ways of working. As we settled into our home in the Buddhist Centre we reflected on what have been difficult years. At the beginning of the 2021-22 year with the ten-year anniversary of Play for Progress fast approaching, both co-founders made the decision that the time was right to step aside and allow fresh energy to take Play for Progress to the next stage on its journey. To ensure this transition was made in a smooth and timely manner an interim executive director was appointed with the mandate to review the whole organisation from the point of view of structure, impact framework, and governance and to begin the process of appointing a permanent new director. Julia Beart of Pragmatic Radicals was brought in and fulfilled this task exceptionally.

We are confident as we move into 2023 that Play for Progress has a strong structure, a dynamic new impact framework which we look forward to sharing next year, and that a thorough review of governance and strategy has been carried out. As part of the governance review the decision was made to strengthen our board and we are delighted to announce that we welcomed five new board members at our July Trustee meeting. They bring an array of skills and energy which we know will nurture Play for Progress through the next stage of its development. We look forward to welcoming our new director in the 2023-24 academic year and are excited to see how the organisation continues to improve under their leadership.

As part of this year's re-structure we brought two music team members – Alice Williamson Jelaska & Joe Cryar – who had previously been leading projects and workshops, into the role of Creative Programmes Team Leads. This ensures consistency within the team and space whilst allowing these brilliant individuals to try out new ideas and bring new vigour to the role.

We also said goodbye to Will Roper and Marisa Isidore, valued members of the Music Team and Creative Therapies.

Plans for the Future

We need to be sustainable and secure to ensure the community of young people we serve can depend on us in their times of need and crisis. We are investing in fundraising, an executive strategy and 5 focus areas:



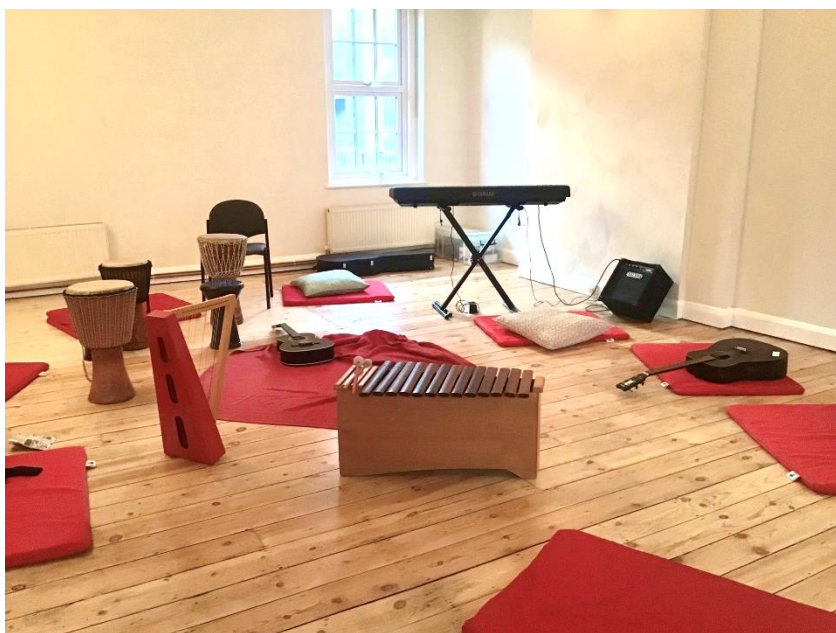
1. Consolidating our core support services for young people
2. Centring leadership of our young people in governance and decision-making
3. Developing and diversifying the Board and executive leadership
4. Developing our trauma-informed impact framework
5. Documenting and sharing our organisational health model as best practice

1. Consolidating our core support services for young people

COVID-19 hit us and our young people incredibly hard, and has had a lasting effect on our work. COVID-19 measures further heightened young peoples' mental health struggles, increased their isolation and reduced or removed many key services.

We are operating a regular roster of activities again. However, reductions and cuts to projects and activities of other organisations in the local area continue to have a knock-on effect on referral pathways into Play for Progress.

It is a priority to build on the solid foundation of our new space at the Buddhist Centre. The location ensures our consistent timetable continues, enables drop-ins and peer referrals as well as formal signposting and referrals to take place.

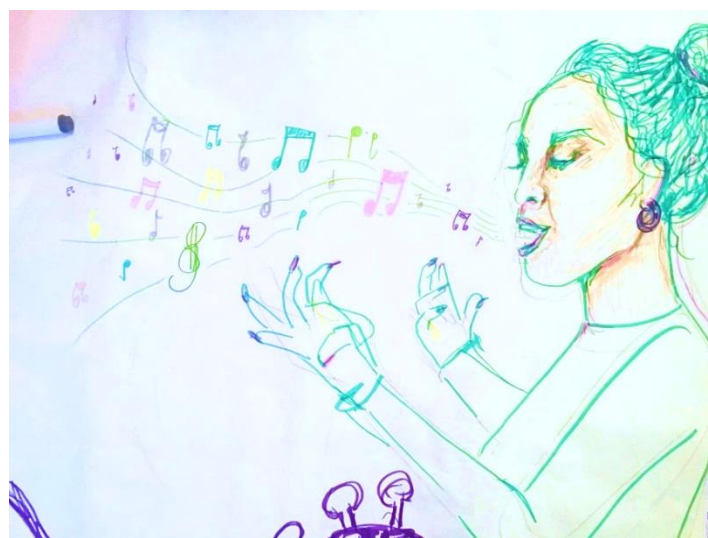


2. Centring leadership of our young people in governance and decision-making

Being led by the people we serve is vital. No one is better placed to advise on the direction and effectiveness of our services. Play for Progress will build on the co-production processes inherent in our therapeutic model and invest in youth leadership development. Long-term participants who express an interest in (or capacity and aptitude for) leadership are encouraged to take part in our Youth Leadership Pathway in any/all of the following ways:

- **Giving their feedback and peer feedback to the leadership team**
- **Work placement and volunteering opportunities within the organisation**
- **Young Leaders Council (YCL) membership**
- **Participating in meetings and advocacy events**
- **Strengthening leadership skills at our Leadership Residential**
- **Advisors to the Board of Trustees, with an option to become a trustee**

We need to create more structured accountability of Play for Progress's leadership to its Young Leaders Council to ensure that they have greater visibility, voice and agency in future strategic direction of the organisation, and to ensure that their lived experience informs decision-making.



3. *Developing and diversifying the Board and executive leadership*

Play for Progress was founded by musicians and artists passionate about the potential for creative arts to support young people seeking asylum. After 10 years developing the organisation from one weekly music workshop to a full programme of therapeutic support the founders are planning to step back.

Play for Progress will develop and diversify its governance and leadership so that young people see people like themselves reflected within the organisation. Play for Progress will prioritise:



- **Embedding 'Experts by Experience' in the organisation; at all levels of the organisation, future direction will come from people with lived experience of the asylum system in the UK (with appropriate care to ensure that this is done with the right support in place)**
- **Ensuring that the Board, leadership and delivery teams better reflects the ethnic diversity of the young people that Play for Progress supports**

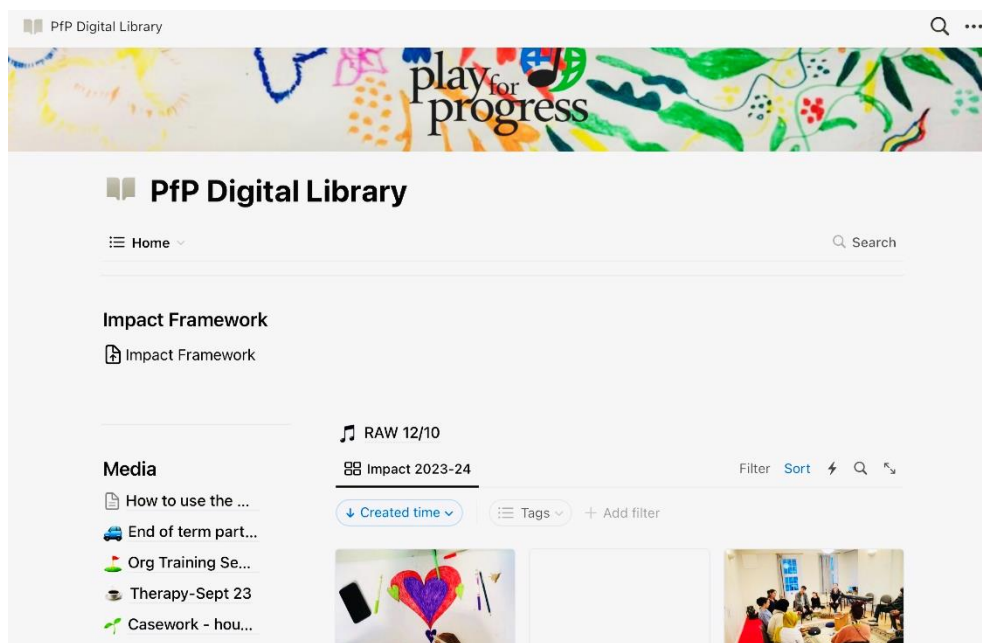
We will be hiring our first permanent Executive Director and have recruited five new Trustees. Inclusive recruitment processes are used to ensure experts by experience are central to work.

4. Developing trauma-informed impact framework

Play for Progress is confident in the deep impact of its therapeutic model. As highlighted above we have built an evaluation model that does not risk re-traumatizing young people. We have to be careful with any evaluation model which asks young people for feedback which feels interrogatory. They have experiences of being asked questions by both those looking to harm and help them.

Creating an evidence base around the Play for Progress model is critical. Play for Progress will:

- **Continue its development of a trauma-informed impact framework**
- **Demonstrate impact through key proxy measures**
- **Leveraging our creativity in storytelling to add qualitative depth**
- **Grow our evidence base.**



5. Documenting and sharing our organisational health model as best practice



We recognised early on the importance of safeguarding the wellbeing of our team was integral to our work. Our team experiences vicarious trauma as a result of their work with traumatised communities. Play for Progress delivers training to other organisations about embedding organisational health approaches. This training has received excellent feedback.

We are developing a training package we hope will have a positive impact on what can be achieved with and for young people seeking asylum.

Our Partners

Funders



Delivery Partners



Creative Collaborators



Funding and Finance

Grants and Donations

Post-Covid the funding picture has been difficult. In re-establishing our regular classes and bringing back our full team we also had to increase our funding raising efforts to keep pace. We have worked hard to achieve this and are happy to report that we enter the next financial year in a good position. We are not complacent about this and have welcomed a fundraiser to our team and have started strategizing towards increasing our individual giving income. Against a backdrop of the cost of living crisis, the ongoing global conflicts and the current political environment we continue to make an excellent case for supporting this group of young people. We are fortunate to have healthy relationships with existing donors and the motivation to ensure we forge and nurture relationships with new donors.

We were grateful to the following organisations for their invaluable support in helping us deliver our work throughout 2022-2023:

- Around Town
- Arts Council England
- Ashley Family Foundation
- BBC Children in Need
- Betsy Foundation
- Blue Thread
- BP International Ltd
- Buttle
- Centrale & Whitgift Shopping Centre Charity
- Comic Relief
- Deutsche Bank
- D'Oyly Carte Charitable Trust
- The Edith M. Ellis Charitable Trust
- The Foyle Foundation
- Garfield Weston Foundation
- The Harold Hyam Wingate Foundation
- Hilden Foundation
- Kathleen Hannay Memorial Charity
- Leathersellers
- Lloyds Bank Foundation
- The Marchus Trust
- Mary Kinross Charitable Trust
- The Michael Tippett Foundation
- National Lottery
- People's Postcode Lottery
- Radcliffe Trust
- The R & J Bleach Trust
- The Samuel Gardner Memorial Trust
- Sheldon Trust
- SYP Shaftesbury GN
- UK Youth: Thriving Minds
- Youth Music

Finance and Reserves

The charity had income for the year of £165,856. At the end of the financial year, total reserves stood at £55,365 none of which was restricted. Play for Progress has a policy to maintain reserves required for an orderly shutdown in the event of a sudden loss of funding taking into account contractual notice periods and operating costs during the period assumed for shut down. Such provision is vital to ensure that the highly vulnerable community with which we work would not be adversely affected by a sudden shortfall in funding. Due to the very vulnerable nature of the young people we support, the Trustees recognise the importance of ensuring continuity of work. As such we are working towards a position where we have sufficient reserves plus secured income to cover a full year of delivery for any financial year. This is the case going into 2023/24. Play for Progress has an objective to continue building reserves to take account of other potential events including an amount to cover deficits related to events that could be incurred as a result of closure and an amount to cover other unforeseen costs. The current general reserves adequately cover approximately three months or one term's worth of operating expenses.

Reference and Administrative Details

Charity Name: Play for Progress
Charity Registration Number: 1166328
Company Registration Number: 09157780

Principal Address & Registered Office:

377-399 London Road,
Camberley,
Surrey GU15 3HL

TRUSTEES of the Charity & DIRECTORS of the Company

- who served in the reporting period and those appointed since as at the reporting date:

Tamzin Aitken Appointed 27 April 2020
Hannah Barker Appointed 5 March 2021
Naomi Webb Appointed 5 March 2021

Ceri Sunu Appointed 9 April 2021 and resigned 27 February 2023

INDEPENDENT EXAMINER:

Emmaus Chartered Accountants Ltd

377-399 London Road,
Camberley,
Surrey GU15 3HL

Structure, Governance and Management

Governing Document

The Charity was incorporated as a Company on 1 August 2014 with the Company registration number 09157780 and was registered as a Charity under the Charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a Registered Charity, and a Company limited by guarantee, not having share capital. Every Trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the Charitable Company are the Trustees and Directors.

Management

The overall strategic direction of the Charity is determined by the Trustees who met monthly in 2022-2023 to consider all matters of relevance to the Charity.

The day-to-day management of the Charity is carried out by the Co-Founder Anna MacDonald. This related party disclosure has been made below. No conflict of interest has been declared at Trustee or Management level.

The Charity is closely related to the Co-Founder Anna MacDonald who continues to serve as the Charity's Head of Support Services and Director.

Recruitment, Appointment, Election, Induction and Training of Trustees

If the Trustees decide that it would be advantageous to the charity to have one or more new Trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the Trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current Trustees.

Such Trustees may have put themselves forward, have been approached by a current Trustee or there may be a requirement for such a Trustee without having a specific person in mind at the time. In this latter case, the current Trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the Trustees of the Charity at a properly convened meeting of the Trustees. The meeting will only be valid if at least half of the current Trustees are present. Election will be by a simple majority of the Trustees voting in favour of the proposed Trustee.

Trustee Induction and Training

Existing Trustees induct and train new Trustees using the Trustee induction pack. All Trustees are responsible for staying up to date with small Charity good practice and seeking training opportunities where possible.

Risk Management

The Board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The Board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised. As a Board, the Trustees are risk averse, and will therefore do everything in their power to minimise the Charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all Trustees.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Play for Progress for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:



- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation;
- ensure the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 8 April 2024 and was signed for and on behalf of the board by Naomi Webb.



Trustee

Financial Statements & Accounting Policies

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure Account)

for the year ended **31 August 2023**

		Unrestricted Funds	Restricted Funds	Total 2023	Total 2022
	Notes	£	£	£	£
INCOME from					
Donations	1	102,159	62,492	164,651	148,311
Other Income	1	1,205	-	1,205	30,241
TOTAL INCOME		103,364	62,492	165,856	178,552
EXPENDITURE on					
Raising funds	2	8,301	-	8,301	7,649
Charitable activities	2	147,142	62,492	209,634	160,320
TOTAL EXPENDITURE		155,442	62,492	217,934	167,969
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(52,078)	-	(52,078)	10,583
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2022		107,444	-	107,444	96,861
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2023					
	8	55,365	-	55,365	107,444

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2022 SOFA is included on the following page.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended **31 August 2022**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £
INCOME from				
Donations	1	98,914	49,397	148,311
Investments	1	-	-	-
Other Income	1	30,241	-	30,241
TOTAL INCOME		129,155	49,397	178,552
EXPENDITURE on				
Raising funds	2	7,649	-	1,645
Charitable activities	2	110,923	49,397	160,320
TOTAL EXPENDITURE		118,572	49,397	161,965
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		10,583	-	10,583
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2021		96,861	-	96,861
FUND BALANCES CARRIED FORWAR AT 31 AUGUST 2022				
	6	107,444	-	107,444

UNAUDITED BALANCE SHEET
as at 31 August 2023

Company Number: 09157780

	Notes	2023 £	2022 £
FIXED ASSETS			
Tangible fixed assets	5	151	782
CURRENT ASSETS			
Cash at bank and in hand		61,004	116,809
Debtors	6	1612	4,423
		62,616	121,232
LIABILITIES			
Creditors: Amounts falling due within one year	7	7,402	14,570
NET CURRENT ASSETS		55,215	106,662
NET ASSETS		55,365	107,444
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	8	55,365	107,444
Restricted Fund	8	-	-
TOTAL CHARITY FUNDS		55,365	107,444

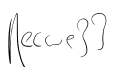
The Company was entitled to exemption from audit under s477 of the Companies Act 2006 relating to small companies.

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

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on 8 April 2024

and were signed on its behalf by  Naomi Webb

Accounting Policies

Charity Information

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Emmaus Chartered Accountants, 377-399 London Road, Camberley, Surrey GU15 3HL.

Basis of Accounting

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period. The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

Going Concern

At the time of approving the accounts there are no material uncertainties about the charity's ability to continue as a going concern.

Reserves Policy

In a normal the charity trustees would consider it prudent to hold between 3 and 6 months of budgeted expenditure in free reserves in order to cover the future needs of the charity and any delays in obtaining income. We consider this range to be between £50k and £100k currently.

At 31 August 2023 the charity had unrestricted funds of £55k which would be considered free reserves under the Charity Commission definition, therefore free reserves are within the target range.

Incoming Resources

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

Resources Expended

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

Fund Accounting

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company. Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees. Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

Financial Instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments. Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as

payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

- Musical instruments - 5 years straight line
- Computer equipment - 5 years straight line.

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2023

	Unrestricted funds	Restricted funds	Total	Total
			2023	2022
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	4,058	-	4,058	17,614
Grants	98,100	62,492	160,592	130,697
Other Income	1,205	-	1,205	30,241
	<u>103,364</u>	<u>62,492</u>	<u>165,856</u>	<u>178,552</u>

2 RESOURCES EXPENDED

	Unrestricted funds	Restricted funds	Total	Total
			2023	2022
	£	£	£	£
Cost of sales				
Fundraiser	7,861	-	7,861	7,096
Website	440	-	440	552
	<u>8,301</u>	<u>-</u>	<u>8,301</u>	<u>7,648</u>

Charitable expenditure

Direct costs:				
Teaching programmes	138,802	62,492	201,294	152,512
Support costs:				
Independent examination fees	1,470	-	1,470	1,440
Non direct HQ Costs	6,724	-	6,724	6,256
Bank charges	146	-	146	112
	<u>147,142</u>	<u>62,492</u>	<u>209,634</u>	<u>160,320</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2023

3 Employees

	2023	2022
	£	£
Employment costs		
Wages and salaries	62,262	51,147
	<u>62,262</u>	<u>51,147</u>

The average number of employees during the year was 4 (2022: 3). There were no employees whose annual remuneration was £60,000 or more (2022: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £nil (2022 £nil) was reimbursed to trustees for travel and meeting expenses. The total remuneration for key management staff in 2023 was £34,761, (2022: £34,169).

4 INDEPENDENT EXAMINERS FEE

	2023	2022
	£	£
	1,470	1,440
	<u>1,470</u>	<u>1,440</u>

5 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2022	2,799
Additions	-
At 31 August 2023	<u>2,799</u>
Depreciation	
At 1 September 2022	2,017
Depreciation charged in the year	631
At 31 August 2023	<u>2,648</u>
Carrying amount	
At 31 August 2023	<u>151</u>
At 31 August 2022	<u>782</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2023

Debtors					
		2023	2022		
		£	£		
6	Amounts falling due within one year:				
	Debtors	1,612	1,584		
	Taxation and social security costs refund due	-	2,839		
		<u>1,612</u>	<u>4,423</u>		
7	CREDITORS				
		2023	2022		
		£	£		
	Amounts falling due within one year:				
	Other creditors	6,968	14,570		
	Taxation and social security costs	433	-		
		<u>7,402</u>	<u>14,570</u>		
8	THE FUNDS OF THE CHARITY				
		Balance at 1	Income	Expenditure	Balance at 31
		September 2022	£	£	August 2023
		£	£	£	£
	<i>Income Funds</i>	107,444	165,856	217,935	55,365
-	Restricted Fund	-	62,492	62,492	-
-	General unrestricted fund	107,444	103,364	155,443	55,365
	Summary of restricted fund	£	£	£	£
	V and A Museum	-	1,200	1,200	-
	Radcliffe Trust	-	7,000	7,000	-
	Youth Music	-	2,268	2,268	-
	SYP	-	3,500	3,500	-
	Around town	-	24,062	24,062	-
	BBC Children In need	-	10,000	10,000	-
	Groudwork UK	-	14,462	14,462	-
	Total Restricted Fund	<u>-</u>	<u>62,492</u>	<u>62,492</u>	<u>-</u>
	Purposes of restricted funds:				
	V and A Museum			- Contribution to Community Engagement Project	
	Radcliffe Trust			- Raw Autumn term	
	Youth Music			- Contribution to salaries	
	SYP			- 1:1 Autumn term	
	Around town			- Raw	
	BBC Children In need			- Half term activities and outings	
	Groudwork UK			- Cost of living grant	

THE FUNDS OF THE CHARITY

	Balance at 1 September 2021	Income	Expenditure	Balance at 31 August 2022
	£	£	£	£
<i>Income Funds</i>	96,861	178,552	(167,969)	107,444
- Restricted Fund	-	49,397	(49,397)	-
- General unrestricted fund	96,861	129,154	(118,572)	107,444

Summary of restricted fund

	£	£	£	£
V and A Museum	-	2,250	2,250	-
Postcode Lottery	-	19,875	19,875	-
Youth Music	-	9,072	9,072	-
Ragdoll Foundation	-	3,000	3,000	-
Kathleen Hannay Memorial fund	-	5,000	5,000	-
Alpkit Foundation	-	200	200	-
Ashley Foundation	-	10,000	10,000	-
Total Restricted Fund	-	49,397	49,397	-

Purposes of restricted funds:

V and A Museum	- Contribution to Community Engagement Project
Postcode Lottery	- Contribution to Creative Art Therapy sessions
Youth Music	- Contribution to RAW
Ragdoll Foundation	- Contribution to RAW
Kathleen Hannay Memorial fund	- Contribution to Creative Art Therapy sessions
Alpkit Foundation	-Contribution to Young Leaders programme
Ashley Foundation	- Contribution to RAW

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2023

9 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£	£	£
Fund balances at 31 August 2023 represented by:	55,365	-	55,365
Fixed assets	151	-	151
Current assets	62,616	-	62,616
Current liabilities	7,402	-	7,402
	<u>55,365</u>	-	<u>55,365</u>

Net assets at 31st August 2022 were comprised of Unrestricted funds.

10 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

Play for Progress
Year Ended 31st August 2023

Independent Examiner's Report to Play for Progress

I report to the charity trustees on my examination of the accounts of Play for Progress for the year ended 31st August 2023.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 have completed my examination. I confirm that no 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 the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



Sarah Shearer FCA BSc AICB
377-399 London Road
Camberley
Surrey
GU15 3HL
22 April 2024

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts



play for progress

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDING 31 AUGUST 2022

Company Number 09157780 | Charity Number 1166328

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Letter from the Founders

Within an emergency, the priority is crystal clear - survive. Even in the wake of an emergency, there is a 'stock taking' process of evaluating damage to self, home, environment and community that can be a practical and laser focused task. But when the sirens stop sounding and we are left with the questions that so often emerge in an aftermath, it becomes a much murkier affair.

2021-2022 was a year of slow and conscious pausing, sensing, processing and gathering of 'what we know' in the aftermath of the global pandemic. While we were out of lockdowns and a formal state of emergency, our community continued to experience great harm and distress.

September saw the fall of Kabul, and as a result, the compounding of severe trauma and a resulting self-isolation of many of our Afghan community who are unable to protect their families from afar. The increasingly hostile and unstable political climate within the UK reached new heights with the threat of removing people seeking asylum to Rwanda, severely compounding stress within our young people, the vast majority of whom have yet to achieve a "safe" immigration status. The invasion of Ukraine in February and the resulting complexities of unacknowledged racism towards "less European" refugees compounded experiences of injustice within all of our community.

It was against this backdrop of violence, hostility and conflict that we attempted to "come back" from the deeply traumatic impact of the pandemic. Needless to say, it was a challenging year.

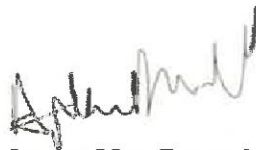
It tested our methodology, our communication models and our infrastructure of organisational health. It tested our confidence, resolve and trust in the healing process. Above all, it tested our resilience and grit as a grassroots organisation; we had to stay the course and have confidence that we had laid all of the groundwork to enable us to heal together in the aftermath.

Spoiler alert: it paid off.

We leaned into everything we know our community to be, and we continued to provide an accessible home, a community to belong to, and a reliable and integrated support system for every young person who walked through our doors. If 2020-2021 showed us how strong our roots are, 2021-2022 showed us just how deep they go, and how rich our soil is. So bring on 2022-2023 - let's bloom!



Alyson Frazier
Founder & Co-Director



Anna MacDonald
Founder & Co-Director

What is Play for Progress?

Play for Progress is a Croydon-based charity that supports unaccompanied young people seeking asylum and promotes community resilience through trauma-informed creative engagement in the arts and education.

What We Do

We tap into the healing power of music, the arts, play and creative education and therapies to build healthy and resilient relationships that support and amplify the voices of unaccompanied young people seeking asylum. Specifically, we deliver two complementary strands of work:

Creative Programmes. These are group drop-in settings open to any young person seeking asylum. Most activities take place after school during term time at our venue, the Croydon Buddhist Centre. These include weekly music and wellbeing classes, homework club, half term projects, cultural trips, performances and exhibitions.

Support Services. Once a young person has engaged in our group settings and begun to form trusted relationships within our community, they can access our Support Services. We provide bespoke 1-1 sessions with specialists in any of our five departments: Education, Therapy, Casework, Music and Art; we do not limit the number of sessions or departments a young person can make use of. This range of services means we can maintain awareness of a participant's whole range of needs and support them in multiple, interconnected areas of their life.

How We Work

There are two parts to our method of working:

- 1) Our methodology of trauma informed practice and our infrastructure of organisational health

We work within a sector known for burn out which results in transience of service-providers and re-traumatisation of and damaging distrust within young people. As a result, in order to work with this community, our number one priority has to be keeping ourselves healthy, informed and responsive. That means hiring highly specialised personnel and taking excellent care of our staff's mental health, ensuring that every member of our organisation (delivery staff, office staff and board alike) is regularly trained and updated with new trauma science, and promoting a highly creative and collaborative work environment so that we can apply all of our specialist skills, knowledge and teamwork to be highly responsive to the ever shifting landscape of needs that our young people present.

- 2) Our practical principles of working

All of our offerings (classes, projects and support services alike) are available as drop ins, with no enrolment requirements, no cut off ages, and no limit to the number of sessions a young person is able to access. Our services are needs-based and highly responsive. When needs change, so do we!

One of the most special things about how we work is that every single time we engage with a young person, it's all about them. Whatever they need, our offerings and organisational structure are well suited to adapt to provide bespoke emergency support services as well as educational and mentorship opportunities.

Who We Work With

Age

15 - 25

Gender

Mixed, though predominantly young people identifying as male.

Countries of Origin

Most common countries of origin in 2021-2022: Iran (Kurdistan), Iraq (Kurdistan), Afghanistan, Eritrea, Ethiopia, Sudan. Other countries of origin from the past year include: Guinea, Algeria, Niger, Chad, Libya, Egypt, Ghana, Romania.

Personal Challenges

Most young people who we work with have endured complex, often traumatic, journeys to the UK. Complex Post Traumatic Stress Disorder, anxiety, chronic stress, sleep disorders, daily mental health concerns, language barriers, lack of access or experience of education, interrupted formative years of emotional growth in childhood are typical challenges facing our community.

To compound these immense difficulties, this was a year of excess stress with the increase in global violence, especially in Afghanistan, Eritrea and the Ukraine. These events contributed to personal stress and concerns for the safety of young peoples' families, and a spike in their re-traumatisation and hyper vigilance.

Systemic Challenges

The asylum system became even more hostile with the threat of removal to other countries, and an increasingly opaque appeals process. As a result, we saw a spike in extreme anxiety among young people approaching the age of 18. This community remains exceedingly marginalised within society, which is fostering a hostile environment and does not provide them with sufficient support to access certain 'available' opportunities that are legally required or which could promote cultural adjustment.

The community of young people we work with is extremely transient. Many are assigned to live in Croydon for anything from a few months to a few years before being relocated with little or no notice across the country. Furthermore, they have an extraordinary number of demands on their time: they have to navigate numerous legal cases related to their asylum claim, engage with a myriad of professionals and housing structures without sufficient understanding of their roles and processes (social workers, key workers, solicitors, local council etc), and, if they're lucky enough to be engaged in school (often for the first time in their lives), they also have homework to manage.

As such, **we do not demand mandatory attendance** in order to remain enrolled in our programmes. Instead, we intend and embody unconditional love and compassion. Young people know where, when and how to find us (we communicate with our entire enrolled student list every week), and we trust that if we are doing a good job, they will come to us as and when is precisely the right time for them.

What We Achieved in 2021-2022

Engagement in Numbers

In 2021-2022 we implemented a new database system for recording attendance for all strands of our work. This has enabled us to gain a greater understanding of our retention and engagement rates and, alongside feedback gained from our participants, staff and Young Leaders Council, forms a key tool in our evaluation processes. We are delighted to share these statistics and provide some insight into how young people engage with our services.



Creative Programmes



Our creative programmes remain our most popular with 86% of service-users taking part in at least one of our weekly Music and Art programmes, Record, Arrange, Write and Creative Art Therapy.



74% participated in our RAW: Record, Arrange, Write music programme



57% participated in our Creative Art Therapy programme



40% participated in our programme of Half Term Projects



28% joined us for specially arranged cultural outings.

Of all participants who engaged with us this year, 45% engaged in RAW classes, 24% engaged in CAT classes, 10% engaged in Half Term activities, 6% attended outings and 15% engaged in Support Services.

Of the young people who engaged with our Support Services, 82% engaged with casework, 47% in education, 47% in therapy, and 18% in music 1-1s.

24% of YP who engaged with our Creative Programmes also engaged with our Support Services.

Over the course of this year we provided over 385 hours of bespoke 1-1 attention. That's equal to 5 hours of individualised attention for each day of our 2 day delivery week, and doesn't include any of the hours of engagement that we dedicate each week to group activities or classes.

68% of young people who engaged with us this year engaged with 2 or more strands of our work. 10% engaged with 4 or more strands, and 3% engaged with all strands.

The vast majority of young people who were new to us found their way to our service through peer referral, with referrals through social workers and our sector partners being the second most common method.

We look forward to sharing more detailed analytics of our engagement in future annual reports as we continue to strengthen our internal impact reporting mechanisms.



Supplemental Services

23% of our service-users made use of our range of one-to-one supplemental services. Of these:



Received 11 CASEWORK support.



Received 11 EDUCATION support.



Participated in 11 THERAPY sessions.

Across the year our tutors and therapists delivered over 385 hours of one-to-one support.



Retention & Recruitment

57% of service-users took part in at least two of our strands of work across the year.



40% of participants in 2021/22 were returning service-users



60% of participants in 2021/22 were new service-users



91% of new service-users were introduced to us by existing service-users

Overview of the Year

Back to Basics

As you'll be able to see in our "Highlights" (page 12), we made headway in re-establishing outings and end of term celebrations, delivering 3-day half term projects, maintaining 2 days of class delivery per week and incorporating flexible casework into class settings. But the most transformative aspect of this year of delivery was how successfully we reinforced our reliable, balanced schedule and our home within the Buddhist Centre.



In the past, we would use each Half Term as an opportunity to get out and about and explore projects with external partners, often on their home turf. This year, we felt it was much more important for us to show our consistency, and help our young people get even more familiar with the Buddhist Centre and our delivery schedule. As such, we shifted our Half Term projects to take place on three consecutive days of each half term week, corresponding with our weekly classes, therefore hoping that the consistent delivery days would reinforce

young people's familiarity with our delivery schedule. It's 'small' changes like this that we found have had a positive impact on our ability to generate great trust with young people, and have helped them to develop a greater clarity of understanding about when and where they can find us, should they ever be in need.

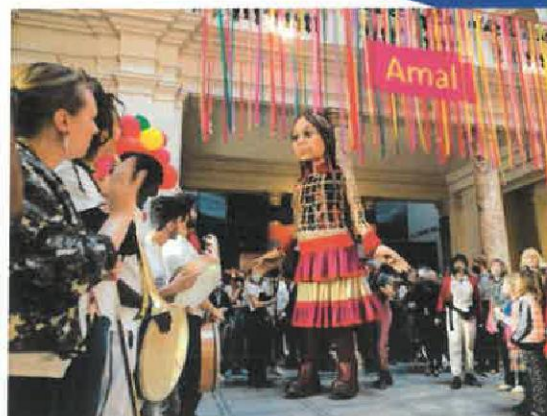
Similarly, in years past, we used to use outings to deliver performances, or unite with other collaborating organisations. This year, we chose instead to use these opportunities to deepen our knowledge of London and our connection to each other. Each outing was designed in conjunction with Art Team member Dima Karout's Art & ESOL programme (details below), so that themes of learning tied throughout the whole year.



The final change was choosing to incorporate our Support Service team members on site during days when group classes would be held. This achieved our aim of enabling a more fluid and real-time provision of service for young people, and made it possible for young people to more easily gain a casual familiarity with the individual caseworkers, educators and therapists, and enhanced their ability to understand all of the strands of support that we offer.

Familiar Partnerships

In October we reconnected with our long-standing partner, the V&A, for a collaboration with Good Chance Theatre for their 'Walk with Amal' project. We brought a team of 20 to deliver the music that welcomed the 10 ft tall animated puppet of Amal, a 9 year old Syrian girl, to the V&A's foyer, and continued the celebrations with a jam session in the inner courtyard for friends, family and visitors alike. We arranged celebratory songs that our young people taught us, and led all the visitors who had come to welcome Amal in singing renditions that got our spirits up.



From January, we successfully trialled an integration of "Art & ESOL" within our group classes, spearheaded by our valued Art Team member, Dima Karout. She presented classes that helped us to integrate English comprehension, conversation, art practice within our music sessions. She tied her themes into termly outings; one which explored the bridges of London and the travelling routes our young people need to get into and around central London, and led us to multiple permanent installations across the city as well as a deep dive into the Tate; another which found us exploring Covent Garden, the British Museum and the Southbank. It was a deeply rich exploration of just what we

can do when we lean into our highly specialised team, and support our individual team members to apply their specialties and collaborative selves.

In May, we presented at the exhibition [*Kalila Wa Dimna: Ancient Tales for Troubled Times*](#), which was curated by our advocacy researcher Rania Mneimneh. It brought together multidisciplinary artists and communities who developed work in response to *The Tale of the Four Friends*, a story about looking beyond perceived differences and working together to overcome adversity and build a sense of community and home. It was another opportunity for us to collaborate with Art Team member Dima to explore the themes of the fable and produce works for the exhibition. It was a rich experience that created a lot of space for bonding, exploring and pride in our young people when they were finally able to visit the exhibition in person and see other people observing and responding to their work.





We also deepened ties with long standing funder partners like BBC Children in Need who granted our extension application, and trusts that support us regularly (see page 20). The steadiness and trust built within these relationships contributed to our huge win with **UK Youth: Thriving Minds** fund. Our Fundraising Officer, Caroline Halls, was able to so eloquently describe the exceptional positive impact we have on our young people's mental health and our success in supporting them to develop their personal well being, that we received our largest multi-year grant to date! This particular win gave us a surge in confidence and a huge boost in the resources we needed to continue our development of organisational health to ensure the highest quality duty of care that we can provide for our community. While this was a new relationship, it felt like it was very much connected to our ability to lean into and further develop existing relationships.

Delivery Highlights

Autumn Term

September

- Fundraiser at Poplar Union
- First annual training
- Creative Arts Therapy returns and we are able to restore the balance of providing in person classes two days per week

October

- 'Walk with Amal' collaboration with Good Chance Theatre and the V&A Museum
- Half Term - Us & Nature (Dima, Alice W, Duppas Hill Park)
- Dance with Nature session by mindful dance practitioners Kasia Witek and Stella Papi

November

- World Children's Day Conference for Project Play - "The Power of Play: A Fundamental Right for Children"
- Turkish Kurdish concert outing for staff

December

- Music Hubs Conference

Winter Term

January

- Art & ESOL programme pilot

February

- Half Term - Kalila Wa Dimna preparation
- Outing - Leafcutter John

March

- Outing - Bridges (Art & ESOL extension)
- Hamid at Flotsam

April

- PFP selected to be on Borough of Culture Steering Committee

Summer Term

May

- Exhibition launched - KWD
- Featured on Music Matters with Tom Service & Radio London with Jumoke Fashola
- Collaboration - Play for Progress & Astra
- Half Term - Sensory Magic

June

- Young Leaders/Advocacy/Refugee Week - Initiated our Parliament Project, which will reunite in September 2022



- We began to develop our 'Next Steps' programme, which supports care leavers beyond the 'survival/safety' baseline and strives for happiness, satisfaction and widening of horizons and opportunities in both education and employment.

July

- Performance/Sector Solidarity - We brought our Allies in Art concert series back to the Refugee Council Children's Section
- Outing to British Library (Art & ESOL extension)
- End of Year Barbeque - requested by and run by our young leaders. Our staff were unsure if hosting an end of year party would be desired. When put to our Young Leaders, it was a resounding YES that transformed into them stepping into the role of organisers and event managers.

Please do take a moment to visit our website's "News" tabs to read more about all that we created and explored together this year. Visit www.playforprogress.org/news



Highlights for Young People, Staff, and Sector

Highlights for Young People

- We experienced a dramatic increase in peer referrals
- We continued our work supporting one Play for Progress Young Leader with his stress and wellbeing management through the completion of his second year of university
- We supported another Young Leader with his exceedingly traumatising appeal and tribunal process.
- One Young Leader received his refugee status and was able to celebrate with the team in person. Due to the delays in the asylum system during Covid, there were drastically fewer appeals decisions that took place.



Highlights for Staff & Board

- We said goodbye to maternity cover caseworker Anisa and administrator Gemma
- We welcomed Valentina to our Casework Team
- We said goodbye to music team member Will Roper
- We said goodbye to Board members Stuart Burns and Colin Farmer
- We said goodbye to Fundraising Officer Caroline, and hello to Fundraising Consultant Lucy Stone
- We welcomed Sharon Schofield into the position of Finance and Operations Manager

Highlights for the Sector

- We deepened our relationship with the Harley Street Health Clinic, who have continued to provide excellent and flexible medical care for young people in exceptional need who are being looked after by our Casework Team.
- We delivered external trainings for Bow Arts, Feltham Convening Project, and MPs who were gearing up to participate in our inaugural Parliament Project.
- We increased our visibility through a number of interviews on the radio and contributions to research.
- We joined the London Borough of Culture Steering Committee, which will see us taking an active part in the preparations and agenda for the 2023 celebrations in Croydon.
- The number of referrals we received directly from social workers, schools and sector partners increased.



Organisational Development

Capacity Building

We pursued the goal we set for ourselves last year to invest in more dynamic and accurate accounting, stewardship and governance with fervour.

When our brilliant Trusts and Foundations Officer, Caroline Halls, left to pursue a new direction, we took the opportunity to review our fundraising strategy and engaged Senior Fundraising Consultant, Lucy Stone, who helped us to consolidate and elevate our fundraising infrastructure and strategy.

In March we welcomed Finance Manager, Sharon Schofield who transformed our accounting processes and our strategic financial planning resources. She has since provided the Board with clarity and understanding of the 'story behind the numbers' through monthly management accounts and robust financial practices, which has enabled timely and decisive decision making. She has also appointed new Compliance Partners, Emmaus Chartered Accountants for payroll and to conduct the Charity's Independent Examiners Report.

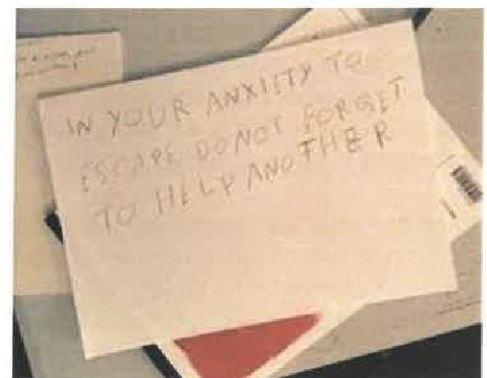
Detailed, formalised Financial and Operational strategies have been rolled out and as such the Board have increased confidence in the Charity's financial stewardship. A monthly management information pack is provided to the Board within 10 working days of month end. Formal review takes place where budget variances are discussed, risks and opportunities are highlighted and necessary re-forecasts rolled out. This focus along with a spring-boarding for fundraising, highlights the Board's focus on further developing our long- and short-term strategic approaches and to building greater sustainability and resilience for the future. We have a firm intention to appoint an experienced Fundraising Manager for the 2022-2023 year.

We also intend to expand our Board, and extend our reserves to include a full year's worth of operational costs to provide for the increasingly vulnerable state of our community of young people and the challenging current fundraising landscape.

Trauma Informed Practice: What We Learned and Embedded

Training

In 2021-2022 we continued our exploration of the phased oriented approach to trauma care and integration, ongoing wellness, and post traumatic growth. Historically, post traumatic presentations have been a challenge to treat, as approaches within the sector have often relied on talk therapy and other cognitive processes that utilise higher cortical regions of the brain.



The phase oriented approach that we use to guide our methodology proposes that recovery from trauma is best achieved when recovery progresses in stages. Phase 1 goals are focused on safety, stabilisation, self-regulation, and symptom reduction. Phase 2 involves processing the trauma, and Phase 3 is focused on integration, ongoing wellness, and post traumatic growth. In order to deepen our organisational understanding of the foundations of safety that any person, but especially one impacted by trauma, needs to begin to embark on the phased process, we worked in every training and reflection session across the year to embed the 6-guiding principles to a trauma informed approach through discussion and exploration of these themes:

1. Safety
2. Trustworthiness & Transparency
3. Peer Support
4. Collaboration & Mutuality
5. Empowerment, Voice & Choice
6. Cultural, Historical & Gender Issues.

As we continue to evolve as an organisation, it's crucial that we understand that being trauma informed is not a static status. Being trauma informed means constantly revisiting themes and processes, exploring new trauma knowledge and science, fostering a community of healthy practitioners who can safely challenge each other's blind spots and maintain open exchanges to support each other's development. This huge investment yields results and is crucial as it ensures that our young people have access to safe, held and considered environments.

Wellbeing Support Sessions for Staff

We are in contact and connection with many grassroots organisations as well as top-down institutions (schools, social care etc) and one thing is true throughout - burnout and organisational ill-health is a reality within the sector. At Play for Progress we are committed to reimagining and creating a working environment that not only promotes wellbeing and care for all staff, but one that understands that the care we take of each other within the cogs of the service reflects and shows up in the spaces we hold for our young people.

Over this past year we trialled and embedded a support service for staff. If, for whatever reason, a member of the team is struggling in any area of life and it is impacting their ability to be present at work, be that physically or mentally, then support is offered. These sessions are not therapy but a chance to talk to a trusted member of staff and to think together about possible options they have, to help them move forward.

External Trainings

Because we have found such success with our organisational health infrastructure, and because we recognise that the overall mental health of the sector at large is so poor, we are committed to delivering training for any external organisation that might be interested in learning about our approach to care and consideration of staff wellbeing. Delivering such training (discounted to small charities at solidarity rates) is one of the many ways we are actively seeking to combat the overall poor mental health of the sector, and transform service provision for all of the young people we serve.

Over the year we supported several arts organisations including Bow Arts, Feltham Convening Partnership, and a number of parliamentary MP's and their staff who later became part of our Young Leaders' Parliament Project (2022-2023). These training sessions and workshops enabled us to creatively share practical approaches to trauma focusing on grounding, regulation and safety, and explore and promote self-care and transformational systemic support.

Case Study: Ripples of Crisis

The violence of the fall of Kabul had a profound impact on young people from Afghanistan who were engaged in our services last year. Waves of deep anxiety, worry, re-traumatisation and chronic stress rippled through the group, which compounded their trauma and negatively impacted their well being and therefore their ability to engage with schooling, therapy and basic need requirements (including asylum-related issues). We saw a decreased ability for many of the young Afghans within our community to engage in group settings, which they formerly engaged with so strongly, at the same time that they expressed new urgent needs. As such, our challenge was to find ways to adapt our 1-1 provision to their new terms in an effort to support them through crises, and keep pathways open for them to ultimately re-engage later on.

New Needs Within Casework

The casework team witnessed an increase in the number of visa support inquiries, questions about legal support for family members, and requests to support young people in making applications to track down the locations of their remaining living loved ones. Needless to say, these were highly distressing and urgent needs that occupied the entire capacity of the young people in crisis. They felt powerless to support their family, guilty at being in a safe place while their families were in danger, fearful of what could happen to their family members, and desperate to do everything within their power to get their families to safety.

It was our role to act as support and intermediary between these young people and the opaque systems they are attempting to navigate both for themselves and for their family members, as well as the primary duty of care providers in supporting young people's mental health. There was a huge risk of increased instances of self-harm, re-traumatisation, and spiralling behaviour, and it was our job to help our young people manage these immensely challenging stressors and triggers.

Disruption of Healing Journeys and the Need for Flexible Support Routes

One of our longest standing young people, J, who had spent the last few years under the care of our therapy team, had the life he built in the UK thrown off course as a result of this stress. He was a candidate for our university support programme, but upon the fall of Kabul, he instantly left all forms of education to work to send money home - the only way he felt he could do something to help his elderly, unwell mother in Afghanistan.

We felt our role in this case was to support his discussions with his college programme to keep routes back into education open to him at a later date, to promote and facilitate his continued engagement in 1-1 therapy, and support his enquiries into family visas. Our remit here was clear - to support him in all the ways he felt he needed to respond to the situation, and maintain his own health along the way.

Another young person, M, whose 4 orphaned siblings' whereabouts became suddenly unknown after the fall of Kabul, went into extreme distress. As the eldest in his family, M felt the primary responsibility for providing for them, despite all of his own challenges and despite the total lack of clarity and organisation of the international response to the crisis.

Supporting this young person has also been a challenge of immense proportions. Practically, we were able to support his applications for family relocation services, research into accompanied asylum options, and ultimately we succeeded in sourcing a legal aid-funded solicitor to progress these efforts. The relief he has experienced through his ability to take action every single week by coming in to see our casework team has been palpable. Without our involvement, this young person would likely be stuck in paralysis that could further destabilise his mental health.

Flexible Responses within our Therapy Department

It has also been crucial to be highly responsive to shifting needs within our therapy department.

In one case, a young person who had engaged regularly in both our after school programs and therapeutic services coped with the heightened stress by disengaging with service (as a self-punishment related to elements of survivor's guilt) and rejecting levels of care.

This is not uncommon, and our therapy department understands that withdrawal may at times be a survival strategy. As such, we have worked hard to reimagine the therapeutic space for him.

First simply supporting him to re-enter the building itself even if only for a touching base cup of tea, later coming physically into the therapy room to rest (he was not sleeping at all at home), and ultimately finding small ways to re-enter the therapeutic space and work with body and breath work, non-verbally.



Our learning as an organisation has grown immensely in response to this need to 'be with' young people, placing no pressure on them to engage in any particular way, and allowing space to adapt the therapeutic intervention to the young person's need. This young person maintained contact therapeutically throughout this challenging period and this has successfully served as a bridge back into the other community settings, which he has now re-entered.

Together: The Intersection of Casework and Therapy

This period offered great learning for how the casework and therapy teams can work more closely together to share information and reduce young peoples' labour in accessing the support they need. These teams

developed a trauma-informed round table approach to the care they provide, which is now a central feature of our Support Services, and ensures that each person's needs are thought through and responded to in a bespoke way. This period also informed our organisational health, and because of the amount of incredibly traumatic content that our caseworkers were engaging with, we implemented monthly 1-1 supervision sessions for all case workers.

In Summary

As we know incredibly well by now, working with complex trauma can take root in the individuals and teams within the organisation. Ensuring that we have open, reflective space together helps us to provide a more robust space for young people, therapists and caseworkers alike. Our robust infrastructure of organisational health, which enables us to create and sustain reflective space, has made it possible for us to respond to swiftly changing needs without the need for overhauling organisational structures or remits. Thanks to the many years we have invested in developing our approach to organisational health, we were able to harness deep organisational resilience and adapt to provide exactly what our young people needed.



Plans for the Future

The Change We Want to Make with Young People

More Opportunities for Connection

Covid hit us and our young people incredibly hard, and has had a lasting effect on our work. Covid measures during 2020/21 further heightened young peoples' mental health struggles, increased their isolation and reduced or removed many key services. Many of our young people experienced heightened levels of anxiety, symptoms of CPTSD (Complex Post-Traumatic Stress Disorder), and more frequent triggering due to the enforced locked downs, police presence, isolation, and severe reduction of already limited support by social services. The continuation of regular activities with trusted communities was even more important to our young people at this time and we were one of only two organisation in the area to resume face-to-face activities during 2020.

Whilst we are now operating a regular roster of activities again, reductions and cuts to projects and activities of other organisations in the local area continue to have a knock-on effect on referral pathways into PFP. It is therefore a priority to build on the solid foundation that our new space at the Buddhist Centre provides to ensure that our consistent timetable of activities remains in place. This will enable drop-ins and peer referrals to take place alongside formal signposting and referrals.

We will also explore reinstating monthly performances at sector partner venues.



In our next year of delivery, we also want to create more opportunities for interaction between Young Leaders and new young people coming into our space. We hope to do this in a way that also embeds the feeling of home within the Buddhist Centre, perhaps through termly shared meals and more outings.

We also aim to more successfully integrate our support services (i.e. casework, therapy and educational support) into the building on days that we also host group activities, and add a pre-class Homework Club. We hope that this will create the opportunity for more spontaneous stop-ins, crossovers, introductions, shared cups of tea and young people seeing their elders within our space, so that the whole organisation gets more contact time and young people can physically see the integration of support we offer and receive even speedier response to need.

The Change We Want to Make within PFP

Invest (More) in our Team

It is important to us that all staff members are valued and receive a competitive rate of pay for the time they give to their work for Play for Progress. This year we have introduced payments for the monthly reflection sessions and have offered token payments for training days, as all staff attend the training days. We are committed to finding funding in the future to cover everyone's time fully for these crucial sharing and learning days. We see this as an investment in not only our staff, but our sustainability and our organisational health infrastructure and duty of care.



Similarly, we need to invest in improving our fundraising infrastructure and management strategy. We aim to take a good look at our longer term strategy and management structure and explore how we can shed old temporary fixes or 'good enough for now' structures and implement new methods that will stand us in good stead for years to come.

With investment made in our fundraising and management functions, we will begin a critical organisational journey towards embedding the role of our Young Leaders in the governance and decision making of the charity as well as

exploring other ways of bringing the voices of experts by experience into the organisation at all levels.

The Change We Want to Make within the Sector

Solidarity and Local Presence

We feel we're really onto something with the training we've been providing for external organisations. It nourishes us as an organisation, we love the collaboration, and it feels like a positive and impactful way to show solidarity, learn and develop together, and positively impact the sector through grassroots efforts. We would like to expand the frequency with which we can offer these training sessions, and deepen our relationships with those collaborators.

We also hope to increase our local sector solidarity through our presence and participation in the Borough of Culture Steering Committee in the lead up to Croydon becoming the Borough of Culture in 2023.



Funding and Finance

Grants and Donations

Funding, as ever, remained a huge challenge in 2021-2022. We were fortunate to have built some reserves during Covid, and through sheer tenacity, hard bargaining and the generosity of donors our income in 2021/22 was sufficient that we didn't have to draw on these reserves. Indeed, we added £11,000 to them. This will not be the case in 2022/2023, we start the year with a key fundraising vacancy and an economy dealing with a huge cost of living crisis, exacerbated by the war in Ukraine. People are struggling with funding the cost of day to day living and the Board noticed a significant drop off in individual giving in the last quarter of 2021-2022. This has continued into 2022/23. We are fortunate to have the backup of healthy reserves, but we need to continue with the drive to maintain relationships with existing donors and forge relationships with new donors. We have a strategy in place to drive this course of action. We were grateful to the following organisations for their invaluable support in helping us deliver our work across 2021-2022:

- > UK Youth: Thriving Minds
- > Postcode Lottery
- > BP International Ltd
- > Lewis Comms
- > BBC Children in Need
- > The Foyle Foundation
- > Bow Arts Trust
- > Betsy Foundation
- > Ragdoll foundation
- > Achates Philanthropy
- > Kathleen Hannay Memorial Charity
- > Sheldon Trust
- > Leathersellers
- > Hilden Foundation
- > Alpkit Foundation
- > Mary Kinross Foundation
- > Ashley Family Foundation
- > SYP Shaftesbury GN
- > Radcliffe Trust

Finance and Reserves

The charity had income for the year of £179,000. At the end of the financial year, total reserves stood at £107,000 none of which was restricted. Play for Progress has a policy to maintain reserves required for an orderly shutdown in the event of a sudden loss of funding taking into account contractual notice periods and operating costs during the period assumed for shut down. Such provision is vital to ensure that the highly vulnerable community with which we work would not be adversely affected by a sudden shortfall in funding.

Due to the very vulnerable nature of the young people we support, the Trustees recognise the importance of ensuring continuity of work. As such we are working towards a position where we have sufficient reserves plus secured income to cover a full year of delivery for any financial year. This is the case going into 2022/23. Play for Progress has an objective to continue building reserves to take account of other potential events including an amount to cover deficits related to events that could be incurred as a result of closure and an amount to cover other unforeseen costs. The current general reserves adequately cover approximately six months or two term's worth of operating expenses.

Reference and Administrative Details

Charity Name: Play for Progress
Charity Registration Number: 1166328
Company Registration Number: 09157780
Principal Address & Registered Office: Emmaus Chartered Accountants
Westmead House
Westmead
FARNBOROUGH
Hampshire
GU14 7LP

TRUSTEES of the Charity & DIRECTORS of the Company

– who served in the reporting period and those appointed since as at the reporting date:

Tamzin Aitken	Appointed 27 April 2020
Hannah Barker	Appointed 5 March 2021
Naomi Webb	Appointed 5 March 2021
Ceri Sunu	Appointed 9 April 2021

Stuart Burns	Appointed 25 April 2020 and resigned 28 September 2021
Colin Farmer (FCA)	Appointed 19 May 2017 and resigned 14 July 2022

INDEPENDENT EXAMINER:

Emmaus Chartered Accountants
Westmead House
Westmead
Farnborough
Hampshire
GU14 7LP

Structure, Governance and Management

Governing Document

The Charity was incorporated as a Company on 1 August 2014 with the Company registration number 09157780 and was registered as a Charity under the Charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016. Play for Progress is a Registered Charity, and a Company limited by guarantee, not having share capital. Every Trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the Charitable Company are the Trustees and Directors.

Management

The overall strategic direction of the Charity is determined by the Trustees who met monthly in 2021-2022 to consider all matters of relevance to the Charity. The day-to-day management of the Charity is carried out by the Co-Directors and former Trustees, Anna MacDonald and Alyson Frazier. This related party disclosure has been made below. No conflict of interest has been declared at Trustee or Management level. The Charity is closely related to the founders Anna MacDonald and Alyson Frazier who continue to serve as the Charity's Head of Support Services and Head of Creative Programmes respectively.

Recruitment, Appointment, Election, Induction and Training of Trustees

If the Trustees decide that it would be advantageous to the charity to have one or more new Trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the Trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current Trustees.

Such Trustees may have put themselves forward, have been approached by a current Trustee or there may be a requirement for such a Trustee without having a specific person in mind at the time. In this latter case, the current Trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the Trustees of the Charity at a properly convened meeting of the Trustees. The meeting will only be valid if at least half of the current Trustees are present. Election will be by a simple majority of the Trustees voting in favour of the proposed Trustee.

Trustee Induction and Training

Existing Trustees induct and train new Trustees using the Trustee induction pack. All Trustees are responsible for staying up to date with small Charity good practice and seeking training opportunities where possible.

Risk Management

The Board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The Board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised. As a Board, the Trustees are risk averse, and will therefore do everything in their power to minimise the Charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all Trustees.

Statement of Trustees' Responsibilities

The Trustees (who are also the Directors of Play for Progress for the purposes of company law) are responsible for preparing the Trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the Trustees to prepare financial statements for each financial year. Under that law, the Trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the Trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- > select suitable accounting policies and then apply them consistently;
- > observe the methods and principles in the Charities SORP;
- > make judgements and accounting estimates that are reasonable and prudent;
- > state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- > prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Charity will continue in operation;
- > ensure the Charitable Company will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the Charitable Company's transactions and disclose with reasonable accuracy at any time the financial position of the Charitable Company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the Charitable Company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 15 March 2023 and was signed for and on behalf of the board by Tamzin Aitken.



Tamzin Aitken
Trustee

Financial Statements

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES

(Including Income & Expenditure Account)

for the year ended 31 August 2022

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME from					
Donations	1	98,914	49,397	148,311	138,519
Investments	1	-	-	-	1
Other Income	1	30,241	-	30,241	-
TOTAL INCOME		129,155	49,397	178,552	138,520
EXPENDITURE on					
Raising funds	2	7,649	-	7,649	3,334
Charitable activities	2	110,923	49,397	160,320	105,071
TOTAL EXPENDITURE		118,572	49,397	167,969	108,405
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		10,583		10,583	30,115
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2021		96,861		96,861	66,746
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2022	6	107,444	-	107,444	96,861

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2021 SOFA is included on the following page.

UNAUDITED BALANCE SHEET
as at 31 August 2022

Company Number: 09157780

	Notes	2022 £	2021 £
FIXED ASSETS			
Tangible fixed assets	5	782	1,771
CURRENT ASSETS			
Cash at bank and in hand		116,809	93,790
Prepayments	6	4,423	2,166
		121,232	95,956
LIABILITIES			
Creditors: Amounts falling due within one year	7	14,570	866
NET CURRENT ASSETS			
		106,662	95,090
NET ASSETS			
		107,444	96,861
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	8	107,444	96,861
Restricted Fund	8	-	-
TOTAL CHARITY FUNDS			
		107,444	96,861

The company was entitled to exemption from audit under s477 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 directors acknowledge their responsibilities for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with FRS102 SORP.

The financial statements were approved by the Board of Trustees on 26 May 2023 and were signed on its behalf by Tamzin Aitken



ACCOUNTING POLICIES

CHARITY INFORMATION

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Emmaus Chartered Accountants, Westmead House, Westmead, Farnborough, Hampshire, GU14 7LP.

BASIS OF ACCOUNTING

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period. The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

GOING CONCERN

There are no material uncertainties about the charity's ability to continue as a going concern.

INCOMING RESOURCES

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

RESOURCES EXPENDED

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

FUND ACCOUNTING

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company. Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees. Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.



FINANCIAL INSTRUMENTS

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible Fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Musical instruments - 5 years straight line
Computer equipment - 5 years straight line

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2022

	Unrestricted funds	Restricted funds	Total	Total
			2022	2021
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	17,614	-	17,614	22,083
Grants	81,300	49,397	130,697	114,436
Gifts in Kind	-	-	-	2,000
Other Income	30,241	-	30,241	-
Investment	-	-	-	1
	129,155	49,397	178,552	138,520
2 RESOURCES EXPENDED				
	Unrestricted funds	Restricted funds	Total	Total
			2022	2021
	£	£	£	£
Cost of sales				
Fundraiser	7,096	-	7,096	2,942
Website	552	-	552	392
	7,649	-	7,649	3,334
Charitable expenditure				
Direct costs:				
Teaching programmes	103,115	49,397	152,512	102,987
Support costs:				
Independent examination fees	1,440	-	1,440	2,000
Non direct HQ Costs	6,256	-	6,256	-
Bank charges	112	-	112	84
	110,923	49,397	160,320	105,071

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2022

3 Employees

Employment costs	2022	2021
	£	£
Wages and salaries	51,147	31,102
Social security costs		700
	<u>51,147</u>	<u>31,802</u>

The average number of employees during the year was 3 (2021: 2). There were no employees whose annual remuneration was £60,000 or more (2021: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £nil (2021 £nil) was reimbursed to trustees for travel and meeting expenses. Remuneration was paid to Head of creative programs (Alyson Frasier), Head of supplemental services (Anna Macdonald) and to The Finance and Operations manager and a Caseworker.

5 INDEPENDENT EXAMINERS FEE

	2022	2021
	£	£
	1,440	2,000
	<u>1,440</u>	<u>2,000</u>

6 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2021	3,157
Additions	
Disposals	<u>(358)</u>
At 31 August 2022	<u>2,799</u>
Depreciation	
At 1 September 2021	1386
Depreciation charged in the year	631
At 31 August 2022	<u>2,017</u>
Carrying amount	
At 31 August 2022	<u>1,140</u>
At 31 August 2021	<u>1,771</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2022

Debtors		2022	2021		
		£	£		
6	Amounts falling due within one year:				
	Debtors	1,584	-		
	Taxation and social security costs refund due	2,839	-		
		<u>4,423</u>	<u>-</u>		
7	CREDITORS				
		2022	2021		
		£	£		
	Amounts falling due within one year:				
	Other creditors	14,570	358		
	Taxation and social security costs	-	508		
		<u>14,570</u>	<u>866</u>		
8	THE FUNDS OF THE CHARITY				
		Balance at 1	Income	Expenditure	Balance at 31
		September 2021	£	£	August 2022
		£	£	£	£
	<i>Income Funds</i>	96,861	178,552	(167,969)	107,444
	- Restricted Fund	-	49,397	(49,397)	-
	- General unrestricted fund	96,861	129,154	(118,572)	107,444
	Summary of restricted fund	£	£	£	£
	V and A Museum	-	2,250	2,250	-
	Postcode Lottery	-	19,875	19,875	-
	Youth Music	-	9,072	9,072	-
	Ragdoll Foundation	-	3,000	3,000	-
	Kathleen Hannay Memorial fund	-	5,000	5,000	-
	Alpkit Foundation	-	200	200	-
	Ashley Foundation	-	10,000	10,000	-
	Total Restricted Fund	-	49,397	49,397	-

Purposes of restricted funds:

V and A Museum	- Contribution to Community Engagement Project
Postcode Lottery	- Contribution to Creative Art Therapy sessions
Youth Music	- Contribution to RAW
Ragdoll Foundation	- Contribution to RAW
Kathleen Hannay Memorial fund	- Contribution to Creative Art Therapy sessions
Alpkit Foundation	- Contribution to Young Leaders programme
Ashley Foundation	- Contribution to RAW

	Balance at 1 September 2020	Income	Expenditure	Balance at 31 August 2021
	£	£	£	£
Income funds:				
<i>Income funds:</i>	54,438	55,084	(12,661)	96,861
- Restricted reserves	-	-	-	-
- General unrestricted reserves	54,438	55,084	(12,661)	96,861

During the financial year 2020: 21 £60,000 from designated reserves were transferred back into the general unrestricted reserves.

Restricted Funds:

BBC Children in Need	-	10,000	(10,000)	-
Croydon Council - covid	1,558	-	(1,558)	-
Sound Connections	750	-	(750)	-
TNFL	10,000	-	(10,000)	-
BBC CIN Booster	-	2,596	(2,596)	-
Foyle	-	5,000	(5,000)	-
The D'oye Carte	-	3,500	(3,500)	-
The Harold Hyam Wingate	-	4,000	(4,000)	-
Julia and Hans Rausing	-	30,000	(30,000)	-
Ragdoll	-	15,000	(15,000)	-
Youth Music	-	11,340	(11,340)	-
Garden Trusts	-	2,000	(2,000)	-
Total Restricted funds	12,308	83,436	(95,744)	-
	66,746	138,520	(108,405)	96,861

Purposes of restricted funds:

BBC Children in Need	- restricted to Half Term Projects
Croydon Council - Covid	- restricted to Covid Alternative delivery
Sound Connections	- restricted to Covid Alternative delivery
TNFL	- restricted to Covid Alternative delivery
BBC CIN Booster	- restricted Staffing & activities
Foyle	- restricted Core cost
The D'oye carte	- restricted weekly recording, arranging and writing sessions
The Harold Hyam Wingate	- restricted (delivery of RAW music classes in summer term 2021
Julia and Hans Rausing	- restricted core costs and overheads Youth Centre
Ragdoll	- restricted Summer Term 2021: Record, Arrange & Write Programme
Youth Music	- restricted raw after school classes
Garden Trusts	- restricted Raw session 1-1 music lessons

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2022

8 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£	£	£
Fund balances at 31 August 2022 represented by:			
Fixed assets	782	-	782
Current assets	121,232	-	121,232
Current liabilities	(14,570)	-	(14,570)
	107,444	-	107,444

9 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

Net Assets at 31 August 2021 were comprised of Unrestricted Funds.

Play for Progress
Year Ended 31st August 2022

Independent Examiner's Report to Play for Progress

I report to the charity trustees on my examination of the accounts of Play for Progress for the year ended 31st August 2022.

Responsibilities and basis of report

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

Having satisfied myself that the accounts of the 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 have completed my examination. I confirm that no 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 the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination; or
- (4) the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities [applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)].

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



Sarah Shearer FCA BSc AICB
Westmead House
Westmead
Farnborough
GU14 7LP
30th May 2023

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts



TRUSTEES' ANNUAL REPORT & FINANCIAL
STATEMENTS

YEAR ENDING 31 AUGUST 2021

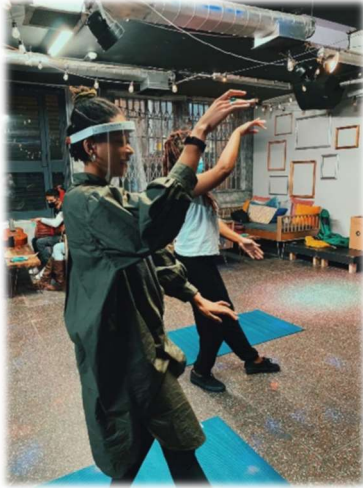
Company Number 09157780 | Charity Number 1166328

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Letter from the Founders

Last year we ended our letter with the words: “you could say that this next year is all about being responsive, getting creative, getting playful, and staying healthy...”. And goodness wasn’t that the truth!



2020-2021 was certainly the year of ‘being responsive.’ Due to the extreme limitations on movement and access to services that Covid-19 imposed on young people within our community, their already underserved needs were heightened to dangerous extents. In addition to this, our delivery team of primarily freelance musicians, artists, and therapists experienced negative impacts on their livelihoods due to lockdowns and insufficient self-employed support for those working in the creative sector.

As a result, we had to think quickly, creatively, and really keep our organisation’s health at the forefront of our mind; it was time to put into practice all of the investment we had made in organisational health and staff wellbeing to ensure that we could communicate clearly, plan and strategise effectively for long term success (despite endless unknowns), and respond to swiftly changing parameters for work, needs, and grievances.

The pages that follow will tell you all about how we managed that, but the bottom line is that it was an incredibly useful albeit challenging point of consolidation. We were forced to strip away all of the extras, all of the bits of our work and delivery that were nice to have, and very seriously interrogate why we do what we do, what we stand for, and what our young people really come to us for.

The answer came back loud and clear from our young people themselves: **Community. Relationships. Friendships.** A steady place to come and be looked after, to engage in a creative project to escape or care for your mind for a while, to visit old friends or make new ones, and perhaps most of all, to have your growth and being witnessed by people who really care. We saw young people who we first met in 2016 return to our spaces to plug into the community they found grounding in; we saw young people who had stayed on the side-lines of all activities in our old venues engage more strongly than ever, some not missing a single class; and we saw young people bring friends who they knew were in need, but who were suffering in isolation and silence, to ensure they were seen and cared for by our staff.

These were signs that our decision to prioritise in-person delivery (even in an altered and reduced form) was absolutely the right one, and that all the work we’d done to ensure consistent delivery was just as crucial to our community’s survival as we’d thought.

In 2020-2021 we were able to see the resilience we had aimed to build into the fabric of our organisation put to the test and it saw us through extreme unforeseen challenges. Our community members gained confidence in one another by riding this storm together, and we were all able to emerge knowing more of ourselves, our purposes, and just how much we mean to each other.



In 2021-2022 we hope to take time to process all that we've learned in this year and put even more of it into conscious practice to ensure that well and truly, we can see each other through whatever lies ahead.



Alyson Frazier
Founder & Co-Director



Anna MacDonald
Founder & Co-Director

What is Play for Progress?

Who We Are and What We Do

We used to describe ourselves as “a small charity that delivers therapeutic and educational music and art programmes, advocacy, and well-being support for unaccompanied asylum-seeking young people.”



While we still do all of those things, this year we have begun to consider our work in the larger context of the sector and describe ourselves somewhat differently.

We realised that one of our very special qualities is that we have placed the implementation of **an infrastructure that supports long term organisational health** and the goal of promoting intergenerational healing at the heart and forefront of all that we do.

We have noticed that not all organisations that support asylum-seeking people do this, whether in

social care, activity groups, or educational institutions.

The problem endemic throughout the sector seems to be that that many organisations...

- › Are activity-only focused, without any training in wellbeing maintenance or understanding the complex and special needs of traumatised youth
- › Do not provide support for their staff, so vicarious and secondary trauma abounds
- › Burnout/turnover results
- › Rely primarily on volunteers, so that consistency of relationships are not able to be maintained for long periods of time
- › Are lead by people not engaging directly with the community, or actively participating in organisational ethos building, so that there is a disconnect between leadership and delivery

These dangers can result in the perpetuation of broken relationships with young people and/or unnecessary suffering and re-traumatisation caused by staff not being informed about how certain activities and actions might impact young people.

That’s why we provide therapeutic, practical, and activity-based services for young people, it’s why our staff receive monthly therapeutic sessions, bi-annual whole org trainings in new trauma science (mandatory for all, including board members and leadership), and on-call supervision, and it’s why we pay all of our staff union rates. There’s so much more that goes into sustaining a healthy community that works in one of the hardest and more burn-out impacted sectors, but these are the points that we’ve been working hard to spread the word about.

It’s also why we have decided to change how we describe our work. We want to explicitly share our objectives so that we can discuss just why these parameters are crucial for us to implement across the sector, and as a whole society:

Play for Progress, a Croydon-based charity that supports unaccompanied asylum-seeking young people and promotes community resilience through trauma-informed creative engagement in the arts.

Our Vision

Play for Progress strives to build a world in which societies ensure equal access to the use of the arts, play, and therapies in safe spaces, in order to improve:

- › Individual and collective emotional health, awareness, and development;
- › Community connection and expression based on common human experience;
- › The perceived value of diversity and creativity.

Our Mission

Play for Progress's mission is to ensure that the young displaced people with whom we work have all the community support they need to survive the arduous process of seeking the right to refuge and thrive once their status is settled.

We aim to provide them with the tools, resources, and people they need to develop the skills that will best help them to establish and deepen their foundation of wellbeing. We firmly believe that the arts, play, and creative therapies are best placed to accomplish this.

Our organisation has been built on the efforts of musicians, artists, therapists, educators, activists, and alumni from around the world. Our team is committed to building a healthy, creative, playful, and mutually-supportive community model that we want to see flourish across our societies and our globe.



Who Our Work Impacts

2021-2022 Engagement Stats

Age

15 - 22

Gender

Mixed, though predominantly young people identifying as male.

Countries of Origin

Most common countries of origin in 2020-2021: Iran (Kurdistan), Iraq (Kurdistan), Afghanistan, Eritrea, Ethiopia, Sudan.

Other countries of origin from the past year include: Syria, Guinea, Algeria, Niger, Chad, Libya, Egypt, China, Ghana, Kenya, Vietnam, Romania.

Personal Challenges

Complex Post Traumatic Stress Disorder, anxiety, chronic stress, sleep disorders, daily mental health concerns, language barriers, lack of access or experience of education, interrupted formative years of emotional growth in childhood.

Systemic Challenges

National lockdowns caused a severe reduction in social care provision, which was already insufficiently supported pre-pandemic. The asylum system became even more complex and opaque with the complete closing of the judicial system, which caused additional delays to the processing of asylum applications, some that had already been delayed for 3 years being extended for another 18 months. We saw an increase in the number of scenarios whereby these delays caused extreme anxiety among young people approaching the age of 18. This community remains exceedingly marginalised within society, which is fostering a hostile environment and does not provide them with sufficient support to access certain 'available' opportunities that are legally required or which could promote cultural adjustment.

Participant Recruitment & Retention

The community of young people we work with is extremely transient. Many are assigned to live in Croydon for anything from a few months to a few years before being relocated with little or no notice across the country. Further, they have an extraordinary number of demands on their time; they have to navigate numerous legal cases related to their asylum claim, engage with a myriad of professionals and housing structures without sufficient understanding of their roles and processes (social workers, key workers, solicitors, local council etc), and, if they're lucky enough to be engaged in school (often for the first time in their lives), they also have homework to manage. As such, **we do not demand mandatory attendance** in order to remain enrolled in our programmes. Instead, we intend and embody unconditional love and compassion. Young people know where, when, and how to find us (we communicate with our entire enrolled student list every week), and we trust that if we are doing a good job, they will come to us as and when is precisely the right time for them.

With all that in mind, especially in light of it being a highly restricted year with Covid and lockdowns, we are very proud that across 2020/21 our average retention rate on our creative programmes was:

- > **5** core participants who would attend every session of the programme;
- > **10-15** further participants who would attend the majority of sessions;
- > **10-15** further participants who would attend semi-regularly (between 4-7 sessions);
- > **25-30** further participants who would dip in and out across the term attending at least two sessions.

Retention rates in our Support Services are higher and we are working to compile data in this area as part of our impact reporting strategy, which we hope to include in next year's reports.

What Covid Taught Us

With the initial response to Covid-19 behind us, we were able to refocus our efforts from emergency response to long term adaptation strategies. We saw firsthand the negative impact that the reduction of services was having on young people's well-being; many were extremely confused, unsure about the reality of the threat of Covid-19, exceedingly isolated and experiencing extreme decline in mental health.

And we knew that our position as a small grassroots organisation would enable us to adapt more quickly than larger organisations and address needs. While we had plenty of ideas about what we could do, we turned to our Young Leaders to ensure that we were on the right track and developing what was really needed and wanted by the young people we serve.

Youth Leadership

We engaged with our Young Leaders each week to check in on their wellbeing and understand more about what they were experiencing and what they were noticing about how Covid-19 was impacting their peer and community groups.

These meetings enabled us to realise just how important it was to our young people that we showed up and delivered, almost regardless of format. It seemed that the community as a whole was experiencing the extremes - so many had screen exhaustion from having to access their education online, while others couldn't access anything online at all because of insufficient access to technology and/or because of the barriers of computer literacy in a new language.

And so, with this knowledge, we redesigned our roster of programmes with our Young Leaders, flagged systemic issues with social care and the sector, and identified and troubleshooted easy solutions that we could facilitate where possible

A New Way of Working

In October we reopened our in-person delivery in an exceedingly altered form. To protect our community from the threat of contagion, we strictly bubbled our staff into three so that any rotation would allow for the 14-day isolation period without threatening to impact consistency for young people. Thanks to the input from our Young Leaders, we decided to prioritise relationships, continuity of delivery, and provision for staff, and redesigned our offerings accordingly. While all supplemental services (1-1 therapy, casework, education support, etc) continued, we drastically changed our roster of creative programmes.

While we previously delivered 3 classes per week, each dedicated to a different team, for the Autumn term of this year we reduced down to one class per week which incorporated members of each department - music, art, therapy, and education. This would ensure that our young people could engage with whatever type of service they needed, it would keep staff remembering they were part of a larger dynamic whole (even if we weren't seeing each other every week as usual), and we hoped that the opportunity for the intersection of departments would yield greater learning and perhaps even some hopes and dreams for future collaboration work. (Hint: it did!)



It was a rich and demanding time of learning, as each department had to adjust to new parameters of working that maintained a safe space and rich soil for the building of relationships and trust with young people who were in more

extreme need than before. It was a huge period of active responsiveness and learning about how best to keep our community safe with new science, and therefore adaptations, emerging each week.

This required constant vigilance, communication, and compassion between all members of staff, and it showed just how useful our investment in organisational health had been. It ensured that we had a wealth of combined experience and language to help us navigate this exceedingly stressful time when staff and leadership alike could not predict how we would come through.

We were one of only two organisations in the refugee sector in Croydon that returned to in-person delivery that autumn and despite us having to source a new venue, young people returned to our class.

The Importance of Home

A new opportunity arose in March 2021 to relocate to a new, more permanent home within the heart of **Croydon's Buddhist Centre**, and we jumped at the chance.

We were keenly aware of the impact such a sudden second relocation could have on our young people (potentially triggering experiences of forced displacement), and we also knew that moving into the centre would provide us with a safe, held, welcoming space that was supported by a dynamic community of compassionate individuals. So our therapy team supported us in developing a ritual activity that would help us healthily hold the relocation and enable us to step confidently into the move.

We are exceedingly grateful to the Buddhist Centre of Croydon and their incredible community. They've shown us such warmth and welcome and our young people really feel it. Within the first weeks of the relocation, they said how it "feels like a home" and "wow so warm" and "I like this place, I think I stay here." This feeling has only grown throughout the year as we've been able to adorn the space with our artwork and instruments.

Needless to say, we were overjoyed and encouraged to persevere - to settle into this new home and embrace the hope for the future it lit up within us.

Over the course of the Spring/Summer Term we continued delivering our weekly class, and we've made plans for returning to pre-Covid-19 delivery in the new year.



As such, we owe the warmest of thanks to **Croydon's Buddhist Centre**, who offered us a home in our time of need,



and who has shown such heartfelt solidarity through all of their efforts to support our young people; they've fundraised for us, welcomed us as their charity for Buddhist Action Month, offered donations of art books, instruments, meditation support for our staff, and more.

We hope that in time the Buddhist Centre's close proximity to our former home, the Refugee Council Children's Section, and fellow sector organisations Young Roots and Off the Record will enable us all to foster the growth of a new physical hub for refugee support in the heart of Croydon.

What We're Taking Forwards

- › Our trauma informed practice really works!
- › Our focus on relationships is correct.
- › We will only deliver what explicitly serves the community.

Trauma Informed Practice

What We Learned and Embedded in 2020-2021

Organisational Learning

Through online and in-person training we developed and furthered awareness and education around safety, self-regulation, co-regulation and stability. Using the ongoing theme of balance, staff members embodied breath work and exercises to inspire their practice, encourage self-care and encourage adaptation in their own unique setting in the organisation.

The Board

We worked on integrating the Board into the wider organisation looking at self-care, value and participation. In terms of organisational health it is understood that what is experienced in one area/department or relationship can and will show up in another area/department or relationship. It is vital in this field of refugee care that the organisation itself does not mirror aspects of the young people's displacement, stress cycle or trauma and the first step in ensuring this is to make every member of the organisation realise the importance of their role, commitment and self-care.

Staff Support

In person reflection and supervision sessions moved instantly online, one of the first things we delivered when the country shut down due to COVID was a staff reflection session. Overnight most of our staff lost their livelihoods and could see very little support or ways forward, so giving them space and time to voice their concerns, fears and frustrations was vital. This allowed individuals to support each other in very practical ways, gave space for those who needed to voice their feelings, and ensured the community was still dynamic and active so when online and in-person activities recommenced the organisation was functioning, prepared and responsive.

Care leavers

Young people ageing out of our service presented crucial learning. Our awareness of the systemic challenges young people face leaving care increased and our commitment to countering the damage overnight withdrawal of care creates strengthened. We were able to step in and provide weekly online therapy sessions and advocacy work for numerous young people, we are now responsive to each unique individual, understanding a young person who 'ages out' of our service still needs access to a safety net, care and community.

Sharing

Disseminating good practice is vital. The response to the pandemic across society revealed a chronically stressed and in many cases burnt out work force. High turnover, burnout, stress and overwhelm in the refugee sector prevent long term sustainable change and the 'hostile environment' banks on an exhausted workforce. This year has strengthened our resolve to build from the grass roots a sustainable and compassionate workforce that is in it for the long haul, we cannot do this alone so our commitment to exchanging and supporting good practice across the sector is key.

Changes

As a result of the above learnings, we have decided to ensure that ALL members of the organisation, including office staff, delivery staff, and board members, participate in all of our trainings. We hope this will ensure the embedding of our whole org ethos and commitment to our principles of working.

Going Forward

In the years to come, we intend to share our learnings more actively with organisations looking to work with such communities out of a real urgency and desire to prevent re-traumatization, and enable others to make good and responsible use of passionate volunteers (for the long term)

We also hope to gain enough financial stability to to pay staff for their time when attending monthly reflection sessions and termly trainings, as their commitment to attending these sessions in full is crucial to ensuring that the organisation embed trauma informed practice across the organisation to the highest degree.

Case Studies

This year everything was different, so we will present our case study differently too. This year was about how our community as a whole navigated all of the unknowns. As such, we will take a look here at a number of young people

The Story of S_____

Before we had to relocate, when we still operated out of the Refugee Council Children’s Section, S_____ would come up to our floor and peek in the door, have a look at what we were doing, then depart. After a few weeks he snagged some snacks from our table, and then headed off. After a few more weeks he grabbed his snacks and stood at the doorway, watching our opening activity then left. It took over 6 months of space-giving engagement for S_____ to decide to stay for the class, and still longer for him to choose to participate or engage with a tutor, but we were delighted to see at every step his increasing levels of comfort, trust and joy. When Covid-19 hit we were shattered, and especially concerned about this young person, with whom we knew it would be difficult to communicate over the phone, as his English was still rudimentary.

So it was to our immense surprise and delight that this young person was **the very first through our door when we re-opened in October**. Not only did he return, but he had the most solid attendance out of all young people this year and he showed incredible development. He evidently felt safe and connected in our space, brought friends to class, engaged in 1-1 English, and took charge of the music playlist at the entrance, turning our speaker system into ‘S_____ Radio.’

S_____ taught us so much about the need to throw out any expectations or timelines, and is proof that the normal ‘impact measures’ really don’t cut the mustard for this line of work! We are also proud of how we have fostered a space in which everyone can grow on their own terms, at their own speed.

and consider the bigger picture of what they reveal about our community’s resilience.

Peer-Referrals

The thing about teenagers across the globe is that no matter what, they will NOT voluntarily do something they do not want to do. So we know we’re onto something good when our young people start bringing their friends to class and they keep on attending. Whether it’s because they’re forging strong connections with peers or tutors in the space, loving learning new skills or ways of expressing themselves, or coming because they know the level of respect and support they will receive, our young people keep coming back, and bringing their friends to boot. They don’t have adults pushing them to attend (many living on their own without guardians) and we have no enrolment or attendance requirements, so if they’re coming, it’s because they want to.



We were delighted to welcome a whole new group of young people through peer referrals which grew throughout the year. A few young people found their way to us through referrals by social workers as well, and through sector network contacts.

We completed the Spring Term having engaged with 11 new young people who were consistently attending, and given that we had a restriction of no more than 15 young people per class (per government health guidelines), we consider that a great success.

Alumni

We were also delighted by the re-engagement of some very well-known faces. Alumni and Young Leaders like Baharu, Mo, Yeski, Reza, Jalal, and Hussein visited our new venue to touch base, catch up, see how ‘the new boys’ were doing, and see if there was anything they could do.



It was particularly delightful to see their joy at seeing one another again when they happened to meet in the space, especially after quite a time apart and in isolation. One young person shared “I found my best friends here, my family. Without this group, I never would have found them.” It was clear that the alumni were struggling with the impacts of the pandemic, too, and we were relieved to see and hear that we were helping them to get through it too.

They also inevitably came to engage themselves, and before long, no matter the leadership bravado that they brought with them into the space, they pulled out a drum, got on the dance floor, or started making the tea. It was a

joy to watch them being welcomed back with warm hugs and inside jokes with tutors, to watch the new young people see them and the reception they received, to see the new young people eventually approach the alumni for advice and words, and for us to feel at the heart of a growing dynamic community. It confirmed that all the work we had done to get back to in-person delivery had been worth it and was doing the work of getting us through this trying time.

Reconnections

Young people we’d worked with before, but who hadn’t been engaged in our Young Leaders programme returned too. One particularly memorable engagement was when Adam - a student who connected deeply with the violin, and with whom we hadn’t seen or managed to reinstate contact with in over 18 months came to our new venue and said “this my group. I am glad to be back.” He had lost his SIM card and been unable to contact us again, but when he saw our signs up in the new venue, he came the very next day and re-engaged. It’s one of the reasons we feel that consistency of delivery is so important. If we continue to deliver in the same place, same days, same times, young people can find us.

The Big Picture

So this year was all about responding to need, more than ever before. Releasing many of our expectations of what our services would look like, what “normal” was, and finding and feeling our way into a new form of sustaining our community.

Throughout this year we were able to re-establish and deepen our engagement with faces old, new, and in between, and regain some of our momentum heading into the 2021-2022 year.



Highlights, Achievements, & Developments

Highlights

Autumn Term

- › September
 - Drawing outing with Croydon local artist Pins
 - First Whole Organisation Training
- › October – We celebrated the return to in-person delivery
- › November – PFP featured by Small Charities Coalition Appeal
- › December - Online shop opened enabling members of the public and our wider community purchase our artwork

Winter Term

- › February - Half Term ATMA x Central/Whitgift x Croydon Art Trail mural collaboration. *Take a look at the News page on our website, visit our YouTube channel, or take a stroll through the Whitgift Centre in Croydon to experience the mural for yourself!*
- › March
 - Moved into our new home in the Buddhist Centre
 - Second Whole Organisation Training
- › April - Croydon Art Trail goes live + video

Spring Term

- › May - Half Term Refugee Week x RAW printing collaboration with Art Team member, Dima Karout.
- › June - Refugee Week Events
- › July - Young Leaders barbeque



Young People

- › One long-term service user progressed into the second year of his university degree.
- › Another service-user started at UAL – we were thrilled to celebrate another university success for a young person who struggled with access to education for most of her life, and who this year embarked on her university career.
- › Our community had numerous other milestones and successes to celebrate including GCSE results and confirmation of some of our young people’s refugee status.
- › This year we experienced the greatest level yet of peer-referred young people joining our classes. Peer referrals are a core barometer of how impactful and valuable our services are to our young community – we can think of no more emphatic endorsement of our work than our young people wanting to share us with their friends.



Staff & Board

In the last year we undertook a review of our staffing structure and introduced a number of new roles to help build capacity and ensure our sustainability into the future. These included:

- › A Fundraising Officer, whose appointment substantially contributed to us successfully doubling our income from 2020 to 2021.
- › A Venue Coordinator / Administrator
- › A Caseworker

We also strengthened and deepened our Board by welcoming Ceri Sunu, Naomi Webb, and Hannah Barker in the Spring Term of 2021 who bring with them additional expertise in fundraising, impact management, strategic planning and leadership at the intersection of the arts and asylum-seeker sectors. We bid a fond farewell to Anthony Wheedon who continues to have a close relationship with the Charity in an ad hoc advisory capacity.

Sector

- › We started work on the development of a new advocacy and campaigning role to help us better
- › We ran a series of solidarity trainings for Project Play
- › We were featured by the Small Charities Coalition in their #LondonGivesBack appeal
- › We grew our visibility in Croydon partnering on the CW Croydon Art Trail
- › We built relationships with two significant new funders: Ragdoll, Youth Music, and received repeat funding from a number of our regular supporters.
- › We forged a new partnership with the Harley Street Health Clinic

Plans Ahead

Looking ahead to 2021-2022 feels hopeful. We have survived turbulent times, regained momentum, nourished our connections, settled into a new home, and are looking forward to how we can thrive again, not just survive.

The Change We Want to Make for Young People

What

- › Deepen their connections to one another... to give us the extra bonding opportunities that enabled us to maintain such a great contact with our young people over Covid-19, and help to build that next class of Young Leaders. We saw how much that helped our community and sustained us through covid. We don't know what's ahead, so let's do what we can to build the next.

How

- › Get back to 2 or 3 classes per week
- › Bring back our residential and outings
- › Consider opportunities for inter-departmental collaboration and integration

Change We Want to Make within the System

What

- › Reduce re-traumatisation of young people within the system. So much compounded trauma could have been prevented (during Covid-19 especially) had systems been trauma trained or aware.

How

- › Invest in campaigning and comms to share what we've learned and help others implement robust structures to promote organisational health and trauma awareness.
- › Provide more trainings for external organisations and individual practitioners/service providers to pass on what we've learned

Change We Want to Make within Play for Progress

What

- › Invest in long term capacity-building solutions to reduce the chance of burnout in all staff, including board and leadership.
- › Solidify sustainable fundraising strategy and unite with organisational planning
- › Identify our objectives within the larger section post-Covid-19

How

- › Incorporate board into organisational health infrastructure
- › Unite delivery and stewardship in strategic planning work
- › Develop campaigning and training remit and objectives

Our Funding

As the Covid-19 crisis continued across the UK in 2020 and into 2021 we reached out to a number of organisations offering to fund the sort of changes we were implementing to our usual programme delivery in order to maintain a consistent and reliable connection with the young people who rely on us. We are immensely grateful to have secured vital support from:



The Harold Hyam
Wingate Foundation



**YOUTH
MUSIC**



ST. JAMES'S PLACE
CHARITABLE FOUNDATION

Samuel Gardner Memorial Trust

The Michael Tippett Musical Foundation

- > Julia and Hans Rausing Trust
- > Mary Kinross Charitable Trust
- > Youth Music
- > Ragdoll Foundation
- > BBC Children in Need
- > D'Oyly Carte Charitable Trust
- > Harold Hyam Wingate Foundation
- > Marchus Trust
- > Samuel Gardner Memorial Foundation
- > The Michael Tippett Musical Foundation
- > Sound Connections
- > St James Place Charitable Foundation



We are also incredibly grateful to **our individual givers**, who raised over £6,000 in perhaps one of the greatest years of financial difficulty. Thank you for your generosity and support!

Fundraising Committee

In August 2020 we established our **Fundraising Committee** consisting of two of our Trustees, Tamzin Aitken and Stuart Burns, alongside co-founder Alyson Frazier. The subcommittee has since been joined by new Trustee, and professional fundraiser, Ceri Sunu and our Fundraising Officer Caroline Halls.

The committee meets monthly with a focus on further developing our long- and short-term strategic approaches and to building greater sustainability and resilience for the future.

Financial Review

Finance and Reserves

The charity had income for the year of **£138,520**. At the end of the financial year, total reserves stood at **£96,861**.

The Charity has a policy to maintain reserves required for an orderly shutdown in the event of a sudden loss of funding taking into account contractual notice periods and operating costs during the period assumed for shut down. Such provision is vital to ensure that the highly vulnerable community with which we work would not be adversely affected by a sudden shortfall in funding.

Due to the very vulnerable nature of the young people we support, the trustees recognise the importance of ensuring continuity of work.

The Charity has an objective to continue building reserves to take account of other potential events including an amount to cover deficits related to events that could be incurred as a result of the Charity's closure and an amount to cover other unforeseen costs. The current general reserves adequately cover approximately three months or one term's worth of operating expenses.

Reference and Administrative Details

Charity Name:	Play for Progress
Charity Registration Number:	1166328
Company Registration Number:	09157780
Principal Address & Registered Office:	Suite 7, Onedin Point, Ensign Street, London E1 8JT

TRUSTEES of the Charity & DIRECTORS of the Company

– who served in the reporting period and those appointed since as at the reporting date:

Colin Farmer	Appointed 19 May 2017
Stuart Burns	Appointed 25 April 2020
Tamzin Aitken	Appointed 27 April 2020
Hannah Barker	Appointed 5 March 2021
Naomi Webb	Appointed 5 March 2021
Ceri Sunu	Appointed 9 April 2021
Anthony Weeden	Appointed 19 May 2017 and resigned 4 June 2021

INDEPENDENT EXAMINER:

Stephen Meredith (FCA, DChA)	Alliotts LLP Friary Court 13-21 High Street Guildford, GU1 3DL
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Structure, Governance and Management

Governing Document

The charity was incorporated as a company on 1 August 2014 with the company registration number 09157780 and was registered as a charity under the charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a registered charity, and a company limited by guarantee, not having share capital. Every trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the charitable company are the trustees and directors.

Management

The overall strategic direction of the charity is determined by the trustees who met monthly in 2020-2021 to consider all matters of relevance to the charity.

The day-to-day management of the charity is carried out by the Co-Directors and former trustees, Anna MacDonald and Alyson Frazier. This related party disclosure has been made below. No conflict of interest has been declared at Trustee or management level.

Relationships with Related Parties

The charity is closely related to the founders Anna MacDonald and Alyson Frazier who continue to serve as the charity's Head of Support Services and Head of Creative Programming respectively.

Recruitment, Appointment, Election, Induction and Training of Trustees

Trustee Recruitment

If the trustees decide that it would be advantageous to the charity to have one or more new trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current trustees.

Such trustees may have put themselves forward, have been approached by a current trustee or there may be a requirement for such a trustee without having a specific person in mind at the time. In this latter case, the current trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the trustees of the charity at a properly convened meeting of the trustees. The meeting will only be valid if at least half of the current trustees are present. Election will be by a simple majority of the trustees voting in favour of the proposed trustee.

Trustee Induction and Training

Existing trustees induct and train new trustees using the trustee induction pack. All trustees are responsible for staying up to date with small charity good practice and seeking training opportunities where possible.

Risk Management

The board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised.

As a board, the trustees are risk averse, and will therefore do everything in their power to minimise the charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all trustees.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Play for Progress for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- › select suitable accounting policies and then apply them consistently;
- › observe the methods and principles in the Charities SORP;
- › make judgements and accounting estimates that are reasonable and prudent;
- › state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- › prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- › ensure the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 27 May 2022 and was signed for and on behalf of the board by Tamzin Aitken

A handwritten signature in blue ink, appearing to read "Tamzin Aitken".

Tamzin Aitken
Trustee

Financial Statements

UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure Account)

for the year ended 31 August 2021

		Unrestricted Funds	Restricted Funds	Total 2021	Total 2020
	Notes	£	£	£	£
INCOME from					
Donations	1	55,083	83,436	138,519	68,300
Investments	1	1	-	1	4
Other Income	1	-	-	-	1,090
TOTAL INCOME		55,084	83,436	138,520	69,394
EXPENDITURE on					
Raising funds	2	3,334	-	3,334	1,645
Charitable activities	2	9,327	95,744	105,071	108,280
TOTAL EXPENDITURE		12,661	95,744	108,405	109,925
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		42,423	(12,308)	30,115	-40,531
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2020		54,438	12,308	66,746	107,277
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2021	6	96,861	-	96,861	66,746

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2020 SOFA is included on the following page.

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended **31 August 2021**

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £
INCOME from				
Donations	1	36,075	32,225	68,300
Investments	1	4	-	4
Other Income	1	1,090	-	1,090
TOTAL INCOME		37,169	32,225	69,394
EXPENDITURE on				
Raising funds	2	1,645	-	1,645
Charitable activities	2	81,291	26,989	108,280
TOTAL EXPENDITURE		82,936	26,989	109,925
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(45,767)	5,236	-40,531
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2019		100,205	7,072	107,277
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2020				
	6	54,438	12,308	66,746

UNAUDITED BALANCE SHEET
as at 31 August 2021

Company Number: 09157780

	Notes	2021 £	2020 £
FIXED ASSETS			
Tangible fixed assets	4	1,771	1,386
CURRENT ASSETS			
Cash at bank and in hand		93,790	65,360
Prepayments		2,166	-
		95,956	65,360
LIABILITIES			
Creditors: Amounts falling due within one year	5	866	-
NET CURRENT ASSETS		95,090	65,360
NET ASSETS		96,861	66,746
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	6	96,861	54,438
Restricted Fund	6	-	12,308
TOTAL CHARITY FUNDS		96,861	66,746

For the year ended 31 August 2021, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 ("the Act"). No member of the charitable company has deposited a notice, pursuant to section 476 of the Act, requiring an audit of these financial statements.

The trustees and directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements are prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

The financial statements on pages 27 to 36 were approved by the trustees and authorised for issue on 27 May 2022 and are signed on their behalf by



Tamsin Aitkin
Trustee

PLAY FOR PROGRESS

Financial statements for the year ended **31 August 2021**

ACCOUNTING POLICIES

CHARITY INFORMATION

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Suite 7, Onedin Point, Ensign Street, London E1 8JT.

BASIS OF ACCOUNTING

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2019)* have been followed. The accounting policies have been applied consistently throughout the period.

The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

GOING CONCERN

At the time of approving the accounts the trustees have a reasonable expectation that the charitable company will have adequate resources to continue in operational existence for the foreseeable future.

On the basis of the above, and also taking into consideration the effects of Covid-19, the trustees are satisfied that the going concern basis of preparation of these financial statements is appropriate.

INCOMING RESOURCES

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

RESOURCES EXPENDED

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

PLAY FOR PROGRESS

Financial statements for the year ended **31 August 2021**

ACCOUNTING POLICIES

FUND ACCOUNTING

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

FINANCIAL INSTRUMENTS

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible Fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Musical instruments – 5 years straight line
Computer equipment - 5 years straight line

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2021

	Unrestricted funds	Restricted funds	Total	Total
			2021	2020
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	22,083	-	22,083	17,059
Grants	31,000	83,436	114,436	49,225
Gifts in kind	2,000	-	2,000	2,016
Other Income	-	-	-	1090
Investment	1	-	1	4
	<u>55,084</u>	<u>83,436</u>	<u>138,520</u>	<u>69,394</u>

2 RESOURCES EXPENDED

	Unrestricted funds	Restricted funds	Total	Total
			2021	2020
	£	£	£	£
Fundraiser	2,942	-	2,942	1,252
Promotional materials	-	-	-	91
Website	392	-	392	302
	<u>3,334</u>	<u>-</u>	<u>3,334</u>	<u>1,645</u>

Charitable expenditure

Direct costs:

Teaching programmes	7,243	95,744	102,987	106,202
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Support costs:

Independent examination fees	2,000	-	2,000	2,016
Governance cost	-	-	-	-
Bank charges	84	-	84	62

	<u>9,327</u>	<u>95,744</u>	<u>105,071</u>	<u>108,280</u>
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NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2021

3 Employees

Employment costs	2021	2020
	£	£
Wages and salaries	31,102	11,848
Social security costs	700	-
	<u>31,802</u>	<u>11,848</u>

The average number of employees during the year was 2 (2020: 2). There were no employees whose annual remuneration was £60,000 or more (2020: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £nil (2020: nil) was reimbursed to trustees for travel and meeting expenses.

4 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2020	2,200
Additions	957
At 31 August 2021	<u>3,157</u>
Depreciation	
At 1 September 2020	814
Depreciation charged in the year	572
At 31 August 2021	<u>1,386</u>
Carrying amount	
At 31 August 2021	<u>1,771</u>
At 31 August 2020	<u>1,386</u>

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2021

5 CREDITORS

	2021 £	2020 £
Amounts falling due within one year:		
Other creditors	358	-
Taxation and social security costs	508	-
	866	-

6 THE FUNDS OF THE CHARITY

	Balance at 1 September 2020 £	Income £	Expenditure £	Balance at 31 August 2021 £
Income funds:				
<i>Unrestricted General Fund</i>	54,438	55,084	(12,661)	96,861
Made up as follows:				
- Designated reserves	-	-	-	-
- General unrestricted reserves	-	-	-	-
<i>Restricted Funds:</i>				
BBC Children in Need	-	10,000	(10,000)	-
Croydon Council - covid	1558	-	(1,558)	-
Sound Connections	750	-	(750)	-
TNFL	10000	-	(10,000)	-
BBC CIN Booster	-	2,596	(2,596)	-
Foyle	-	5,000	(5,000)	-
The D'oyale carte	-	3,500	(3,500)	-
The Harold Hyam Wingate	-	4,000	(4,000)	-
Julia and Hans Rausing	-	30,000	(30,000)	-
Ragdoll	-	15,000	(15,000)	-
Youth Music	-	11,340	(11,340)	-
Garden Trusts	-	2,000	(2,000)	-
Total Restricted funds	12,308	83,436	(95,744)	-
	66,746	138,520	(108,405)	96,861

Purposes of restricted funds:

BBC Children in Need	- restricted to Half Term Projects
Croydon Council - Covid	- restricted to Covid Alternative delivery
Sound Connections	- restricted to Covid Alternative delivery
TNFL	- restricted to Covid Alternative delivery
BBC CIN Booster	- restricted Staffing & activities
Foyle	- restricted Core cost
The D'oyale carte	- restricted weekly recording, arranging and writing sessions
The Harold Hyam Wingate	- restricted (delivery of RAW music classes in summer term 2021)
Julia and Hans Rausing	- restricted core costs and overheads Youth Centre Recovery Fund
Ragdoll	- restricted Summer Term 2021: Record, Arrange & Write Programme
Youth Music	- restricted raw after school classes
Garden Trusts	- restricted Raw session 1-1 music lessons

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2021

7 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£		£
Fund balances at 31 August 2021 represented by:			
Fixed assets	1,771	-	1,771
Current assets	95,956	-	95,956
Current liabilities	(866)	-	(866)
	<u>96,861</u>	<u>-</u>	<u>96,861</u>

8 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

Report of the Independent Examiner for the year ended 31 August 2021

I report on the financial statements for the year ended 31 August 2021, which include the Statement of Financial Activities, Balance Sheet and supporting notes.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 15 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

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

Independent examiner's statement

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

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

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare financial statements which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and the methods and principles set out in the Charities SORP (FRS102) have not been met; or

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

A handwritten signature in black ink that reads 'Stephen Meredith'.

Stephen Meredith FCA, DChA

Alliotts LLP
Friary Court, 13-21 High Street,
Guildford, Surrey GU1 3DL

30 June 2022

PLAY FOR PROGRESS

England & Wales - Charity number 1166328

Accounts



play for
progress



TRUSTEES' ANNUAL REPORT & FINANCIAL
STATEMENTS

YEAR ENDING 31 AUGUST 2020

Company Number 09157780 | Charity Number 1166328

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Letter from the Founders

Let's start as we mean to go on: in celebration of the incredible work of our grassroots community. While the challenges presented by 2019-2020 were substantial, we continued to feel the transformative power of our work every day. So let us recap some of the successes, highlights and treasured moments that kept us working harder than ever and sustained us through the darker times.

- > We engaged with a record number of young people at each class - working with over 160 young people in just the first six months of the year.
- > We deepened the ranks of our team by welcoming new members to our Therapy Department and Board.
- > We solidified our core programmes - for once not running a pilot - and honed our methods of impact evaluation, delivery, and quality control.
- > We became a bigger part of the Croydon community than ever by actively participating in the Croydon Culture Network, by deepening our relationship with the Refugee Council Children's Section and Croydon Youth Refugee Network, by continuing our relationships with local Croydon youth groups like Kinetika Bloco, and by embarking on a new collaboration with the Museum of Croydon.
- > We celebrated with wholehearted, shout-it-from-the-rooftops, sheer joy when one of our longest standing members, Sam, who had in fact been a participant since the first ever Play for Progress (PFP) class back in January 2016, secured a full scholarship to university ([read more about Sam on pages 8-12](#)).



PFP Co-Founders, Alyson Frazier and Anna MacDonald

And then Covid hit and the world went into lockdown. Overnight, all in-person delivery had to be shut down, our brilliant exhibition opening with the Museum of Croydon was cancelled, and the much anticipated second annual Young Leaders' Retreat had to be postponed indefinitely. Worst of all, we knew that our community and especially the young people within it would be feeling more vulnerable and experiencing more extreme isolation than ever before.

Knowing the urgency of the situation, our management team went into overdrive and within 48 hours, had designed an online programme of activities and crisis support that mirrored the previously planned in-person offerings. Integral to this effort was the role the Young Leaders Council played ([read more about the YLC on page 7](#)). They immediately sprang into action, signing

up for weekly meetings with the management team to support the development of the new activities and offerings and to ensure that PFP was taking the right (and needed) steps to address the challenges the members of the YLC and their peers were facing.

At the time of writing, while it certainly feels that our global society is still a long way off our vision of a world in which everyone has equal access to the arts, play, and creative therapies, there are glimmers of hope on the horizon.

Despite the challenges, our extraordinary community of young people, musicians, artists, and therapists have continued to collaborate, create, share, and show up for one another throughout the half year of physical separation. Our Young Leaders Council has continued to be willing to guide us through this challenging period so that we can fulfil our pledge to amplify their voices and secure solutions for their needs. Further, our management team was able to dedicate time to strengthen our board of trustees and increase organisational capacity by welcoming two new board members – Tamzin Aitken and Stuart Burns – and further develop our organisational vision and Theory of by working with **Take Note**.

“Play for Progress focus on Young People, always checking in if they’re alright, doing better. Make you feel more at home. Home with your family, very open with you. Always we friends like only families are. You are doing very well, always on time, always doing the right thing and showing us we matter. Even in pandemic time you’re still continuing what you were doing before.”

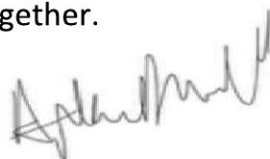
— Yeski, Young Leaders Councillor 2020

Looking forward, this next year is all about consistently modelling reliability; to ensure that all participating young people, staff, and supporters have the continued guarantee of the safety and robustness of the community that we have created together. It’s crucial that we continue to live up to our commitment to organisational health to both serve our community of young people, and take great care for the wellbeing of our whole team, whose careers and livelihoods have been drastically impacted by Covid. You could say that this next year is all about being responsive, getting creative, getting playful, and staying healthy... it’s a good thing that’s our speciality!

Stay safe, keep healthy, and stick together.

A handwritten signature in black ink, appearing to read "Alyson Frazier".

Alyson Frazier
Founder & Co-Director

A handwritten signature in black ink, appearing to read "Anna MacDonald".

Anna MacDonald
Founder & Co-Director

What is Play for Progress?



We are a charity, community and family.

Play for Progress is a charity that delivers therapeutic and educational music and arts programmes, advocacy, and well-being support for traumatised and socially isolated unaccompanied minor refugees and asylum seekers.

We tap into the healing power of music, the arts, play, and creative therapies to build healthy and resilient relationships which nourish, support, and amplify the voices of unaccompanied minor refugees and asylum-seekers.

Our vision is a world in which societies actively promote, support, and ensure equal access to the use of the arts, play and creative therapies in safe spaces in order to improve:

- > Individual and collective **emotional health**, awareness, and **development**;
- > Community **connection** and expression based on common human experience;
- > Perceived value of **diversity** and **creativity**.



Our mission is to ensure that the young displaced people with whom we work have all of the community support they need to survive the arduous process of seeking the right to refuge and thrive once their status is settled.

We aim to provide them with the tools, resources, and people they need to develop the **skills** that will best help them to establish and deepen their foundation of **wellbeing**. We firmly believe that the arts, play, and creative therapies are best placed to accomplish this.

Our organisation has been built on the efforts of musicians, artists, therapists, educators, activists, and alumni from around the world. Our team is committed to building a healthy, creative, playful, and mutually-supportive community model that we want to see flourish across our societies and our globe.

What we do

We offer a range of crisis services, weekly classes, and intensive programmes for unaccompanied minor refugees and asylum-seekers. Our work is split across five specialist departments:



Music: Weekly recording, arranging and writing classes, group music class and instrumental instruction, alongside intensive half-term projects, public performances and cultural outings to develop social, creative, language and team working skills.



Art: Collaborations with local artists to increase our reach across art forms and deepen our range of allies; exhibitions to develop and amplify the voices within our community, and as a tool to link with local and wider communities.



Therapy: One-to-one crisis support and creative arts therapeutic drop-in sessions to allow young people to start processing trauma safely under the guidance of specially trained staff.



Advocacy: Bespoke support to provide advice and oversight on a young person's asylum claim, daily challenges and wellbeing



Education: Bespoke one-to-one education and language support to enable young people to adjust to mainstream schooling; youth-led weekly homework group to facilitate language development, peer bonding, leadership, and social skills.



Youth Leadership

Being led by the people we serve is vital. After all, no one is better placed to advise on the direction and effectiveness of our services, than the recipients of those services themselves. As such, **Youth Leadership** is of paramount importance to us.

Long-term participants who have been involved across one or more of our departments and who express an interest in or capacity and aptitude for leadership are encouraged to take part in our **Youth Leadership Pathway** in any/all of the following ways:

- > Amplify personal and peer opinion and provide feedback and recommendations to management
- > Undertake in work placements and volunteering opportunities
- > Participate in the **Young Leaders Council** meetings and advocacy events
- > Attend the Leadership Residential to strengthen leadership skills
- > Advise the Board of Trustees



Members of our Young Leaders Council sharing music on one of our residential courses

The current **Young Leaders Council** (YLC) is made up of 9 young people aged 16-21 who've each been service users for 2+ years. We have seen them grow, develop, and engage within and beyond our community over those years, and each has shown their own impressive and unique ways of leading, reassuring, guiding, and welcoming other young people into our sessions and throughout our pathways. It seemed only natural to take the next step and formalise their commitment to PFP.

Thanks to support from **Sound Connections Innovate Fund**, this year we were able to officially launch the self and peer-elected **Young Leaders Council** ([read more about how our YLC lead our Covid-response on page 22](#)).

We look forward to keeping you up to date with how the YLC develops, but for now we want to take a close look at one of its senior members: **Sam**.

Case Study: Sam

Sam is one of our longest standing members, who has been engaging with our services as a participant since the first ever PFP class back in January 2016.

PFP's methodology for a young person's pathway through the organisation is not linear. Instead, it aims to openly offer young people the ability to connect with, establish, and develop healthy relationships with five different adults, represented by PFP's five 'departments': music, art, therapy, education, advocacy.

When considering Sam and his use of our services, it is evident just how crucial it was and remains that we develop and adapt directly and swiftly to the needs expressed by young people. This enables them to feel safe and secure enough to ask for help when they need it, then step away from direct engagement as they grow.

Meeting Sam

Sam joined us for the first ever Play for Progress class, back when we exclusively delivered music classes once a week, on a rainy January night in 2016. He was a slim, shy boy, who even in the first few moments of class showed determination to learn, improve his English, and engage with music making. He gravitated immediately towards wanting to play the flute, as his father used to do back home. It was apparent that engaging with our class was a way to make new connections in the local area, practise his English while he waited to restart school, and connect to his family by taking up an instrument that represented a link between his past and present.

Sam endured severe trauma on his way to the UK in order to escape violence and mandatory conscription in Eritrea, which would have meant a lifetime of unpaid, unending, and enforced enlistment. His eyes sustained lasting damage due to sun exposure during his journey, and he has borne witness to events that no-one should ever have to see. He was only fifteen when he finally arrived in the UK alone, malnourished, and traumatised as an unaccompanied child refugee.



Sam participating in a session as part of our 2019 residential course.

It was only a few weeks later that Sam joined our music class.

Joining the community

Sam became one of our most reliable participants, attending every Friday for the first year and a half without missing a session. In group settings, he would offer help to others, take risks, and try new things. His willingness to welcome other new arrivals and help translate for those struggling with the language barrier was infectious and warming for peers and teachers alike.

By contrast, many of the one-to-one lessons with his flute teacher were spent in quiet and emotional reflection. Music was a useful tool that he used alongside speech, gesture, and drawing to communicate, be distracted from, and attempt to process impossibly difficult experiences. He would express fears and complex emotions that weren't being shared elsewhere; he would ask for clarification on subjects of integration and his legal rights that simply weren't being addressed. Their sessions offered them time and space to discuss everything from international politics and human rights, to mindfulness tools for wellbeing, to how to navigate the social care system.

“Play for Progress helps us to open our eyes to what rights we have in this country, helps us to be better and know we have a family in this country that can support us. It’s also a source of our happiness. If we have a problem PFP is the first one we can go and ask. Also, if not for PFP I wouldn’t know Ionela, or Ibrahim, or Jalal, everyone. We are not just friends in PFP we are friends outside.”

— Sam, Young Leaders Councillor 2020

He disclosed his struggles, journey, and internal conflicts to his teacher in vulnerable moments theoretically set aside for music instruction. It was apparent that he needed a reliable, compassionate, understanding adult to fill a role of listener, confidant, and advisor.

Play for Progress became a reliable place where Sam could plug into a caring community amidst the constant shifting landscape of social workers, legal advisors, immigration officers, and foster placements that filled up his daily life. Indeed, a community that places joining together in celebration of our shared humanity through music and dance at the heart of its work.

Growing and sharing

Over the first 18 months of engaging with Sam, we saw huge changes in his presentation. He became increasingly self-assured, his command of the language improved drastically, and his comfort in engaging with others outside of our community increased. This was exemplified by how he volunteered to teach over 100 audience members a childhood Eritrean song at the Victoria & Albert Museum’s Refugee Week celebration in June 2016.



Sam taking a quiet moment during one of our residential courses.

Sam went on to apply for and be selected to participate in the National Orchestra for All (NOFA) summer residential programme, at which he and the other selected PFP participants, taught the song to other attendees, which they ultimately performed at that year's talent show! From the disclosure of the song to his teacher in a one-to-one lesson, to the sharing in a private group setting, Sam chose to use this song to engage with more and more people over the course of a year and a half.

Taking a step back

It wasn't long after Sam's NOFA experience that he started to prepare for his GCSEs. Having only started mainstream English school 18 months before, he felt the pressure of increased schoolwork demands, and made the decision to step back from extracurricular activities, including PFP, to focus on his studies.

We felt it was crucial to ensure that Sam felt supported by PFP in this decision. We assured him that we would remain available to him and he could come back to his teacher and our community whenever he wanted.

It is a true sign of feeling safe and comfortable when a young person feels secure enough within our community to be able to dip in and out of our sessions - to choose. Choice is so infrequently offered to those in social care, and especially to asylum seekers, who are used to being 'required' or 'demanded of' in order to receive help. We consider it a badge of honour if a young person chooses to step back from regular engagement, and then chooses to return as and when they desire it.

Once Sam began to very seriously dedicate himself to his studies, he would come to our sessions every month or so to check in with his tutor and "see how things were going" within the community. We took great pride and comfort in his desire to visit, and it was apparent that it meant a lot to him as well.

Taking a step up

During teenage years, having a safe and established place within a group is a vital part of healthy growth: trying on new identities, testing new responsibilities, exploring ways of being. We have seen Sam as he has tried on many different hats, imagining in so many different ways what could be.

Sam spent his final year of school attending PFP sessions as a de facto volunteer, using his naturally reassuring character and warm approach to support the younger members of the community and welcome new arrivals. When we devised our Young Leaders programme, he easily stepped into the role and began to be seen by the community as a leader and role model.

Growing Beyond

Sam dreamed of continuing his studies in further education, and when he realised he needed extracurricular assistance with his education, he came to PFP for help. He requested help with his English literature comprehension and exam preparation, and we sought a way to support these expressed needs, which were not being met elsewhere. We matched him with one of our Education tutors and saw Sam's marks and confidence improve rapidly as they worked together consistently for 9 months. He even began tutoring another young person in maths and was often asked for advice by his peers. Our Education and Advocacy departments worked hand in hand to ensure that Sam received all the support he needed to apply as any other student in the UK would ordinarily be able to do.

We conducted mock university job interviews and helped arrange work experience at a large London teaching hospital. We supported him as he applied, interviewed for and won a Sanctuary scholarship allowing



Sam and other PFP participants preparing on our Roots and Branches exhibition.

him to attend his university course with financial security, accommodation and mentorship. We shared our contacts, we offered advice and, most importantly, we encouraged and believed.

As a result of Sam's incredible hard work and tireless determination, the entire PFP family was able to celebrate wholeheartedly when Sam achieved the required exam results and achieved his goal of securing a university place.

What We Learned from Sam

It is through his participation in our music programme, utilisation of our advocacy support, and request for bespoke educational support that Sam developed that vital network of five emotionally available adults. More than that, he has developed a strong and resilient network of close friends from within his peer and leadership groups in PFP. From the shy boy who attended our inaugural class three years ago, he has grown into a confident and invaluable member of the community he drew on for support in his times of need. This network will continue to provide support, stability, sounding boards, inspiration, and resources for years to come.

Sam is just one of many exceptional young people whose participation in our organisation has strengthened our very principles of delivery. He is a vibrant, brilliant young man, brimming with potential, who PFP feels lucky to have met and worked with so fully and deeply. It is through his determination, actions, and heart that he has been able to realise his dreams of higher education and connected community. He continues to teach us so much about humility, communication, collective action, and the power of music, art, and community. Through working with Sam, we have learned through Sam the importance of giving young people the space to step away, but to remind them that they don't have to do it on their own.

This is what can be achieved when a young person is given a community of trusted adults and peers, and the space to explore their own potential. It is our collective duty to prioritise and ensure to the best of our ability, that every young person has the greatest chance of success and achieving their own potential and self-actualisation.



A PFP participant and tutor

What we achieved in 2019-2020

Highlights

Deepening Local Connections: We became a bigger part of the Croydon community than ever. We collaborated with the Museum of Croydon to realise our “Roots and Branches” exhibition and deepened our relationship with both the Refugee Council Children’s Section and Croydon Youth Refugee Network. We also became actively involved in the Croydon Cultural Network (CCN), ultimately delivering a wellness training for the CCN team and supporting Croydon’s successful bid to become Borough of Culture in 2023.

We were delighted to be the recipient of the Croydon Business Excellence Awards Cultural Impact Award 2019



Listening to Youth Leaders: We formalised the natural leadership roles that several of our core participants had taken on over years of participation into the **Young Leaders Council (YLC)**. Nine young people accepted the offer to make up the council, all of whom offer different styles of leadership and perspectives based on their diverse personal experience. The YLC was integral to advising our management team on the daily challenges young people within and beyond their immediate peer groups were experiencing due to Covid, and offered a way for meaningful discussion about allyship, solidarity, and identity to take place as a result of the growth of the Black Lives Matter Movement.

Creating Progression Routes: Our Advocacy and Education departments worked harder and closer together than ever before to ensure:

- > that young people were not hindered by the barriers created or compounded by the absence of supportive networks,
- > and that our young people can achieve self-actualisation and successfully integrate.

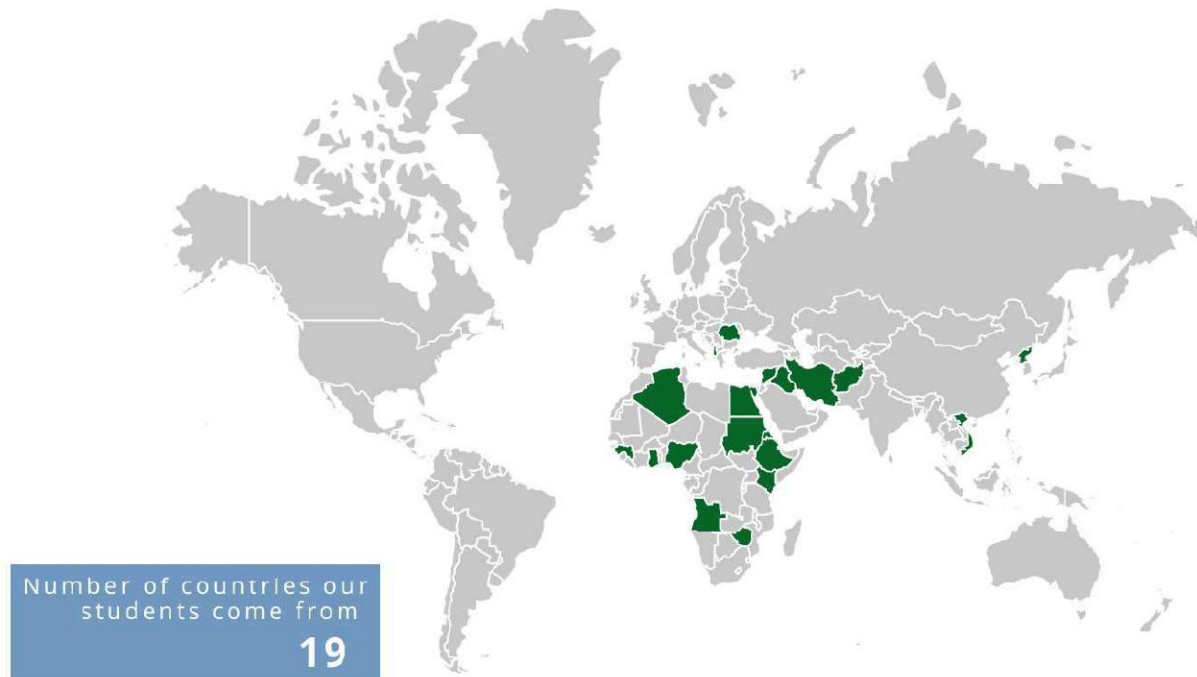
As a result, we were able to celebrate:

- > ensuring that two young people gained places on their chosen college courses,
- > that two more were able to pass their driving tests,
- > that one felt able to take on a meeting with his solicitor solo (after years of supported meetings),
- > and that another was able to conquer his fears of public speaking and went on to stand for youth mayor in his local borough.

Strengthening Our Organisation: We strengthened the capacity of our organisation by recruiting two new trustees, further developing our board's policies, and increasing the frequency of whole organisational trainings. During the time of uncertainty, in the opening months of Covid, in which our staff's livelihoods were critically under threat, PFP's ability to quickly pivot and respond to the emotional and practical needs of staff reinforced the trust within the organisation. The embedded practice of check ins, check outs, artist reflection sessions, and whole organisational trainings ensured that we already had a robust and therapeutically-held method of collectively dealing with adversity upon which we could rely and draw on during the pandemic.

Securing Emergency Response Funding: During the particularly unstable and turbulent period resulting from the Covid-19 epidemic, we were successful in securing grants from both existing and new funders to ensure our sustained ability to serve our community ([*see page 24 for more information on those funders*](#)).

Where are our students from?



Age: 15 - 21

Gender: Mixed, though predominantly male

Common Countries of Origin: Iran, Iraq, Afghanistan, Eritrea, Ethiopia, Sudan, Albania, Romania, Vietnam. 2019-2020 saw an increase in the number of students joining us from Afghanistan.

Other Countries of Origin: Syria, Guinea, Algeria, Niger, Chad, Libya, Egypt, China, Ghana, Kenya

Personal Challenges: Extreme trauma, PTSD, anxiety, mental health concerns, language barriers, lack of access or experience of education, interrupted formative years of emotional growth in childhood

Systemic Challenges: Navigating complex and opaque systems (asylum, immigration, and social care), marginalised within education and society, hostile environment, lack of awareness of available opportunities and how to access them, cultural adjustment.

Young people

Activities

Pre-Covid, in addition to our regular weekly offering of music, art, educational and therapeutic programmes, we were joined in 2019-2020 by a widening pool of collaborators, which enabled us to broaden the way we work with our young participants:

> Allies in Arts

- From January to March, we continued our series of once monthly performances at the Refugee Council by allies in the music industry. This year's performers included Ineza Kerschkamp, Bellatrix, Ceilidh Band, Abdoulaye Samb, Maya Youssef, Alice Zawadski and Misha Mullov-Abbado.

> "Roots and Branches"

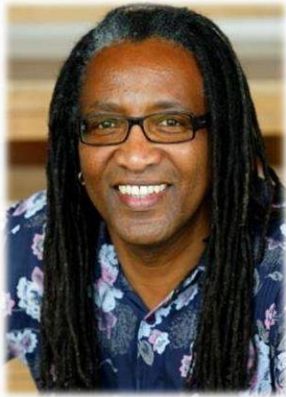
- In February we opened "Roots and Branches": A collaborative art exhibition spearheaded by our Art department and supported by the Museum Croydon, that featured creative projects in visual art, photography, music, and painting created over the past year that explored themes of roots, displacement, branches, growth, nourishment, survival and the importance of connections to others and to the self. Currently still available online at: <https://museumofcroydon.com/roots-branches-main>



Art department tutor, Dima Karout, puts the finishing touches to PFP's Roots and Branches exhibition at the Museum of Croydon.

> Half Term Projects

- Supported by a multi-year grant from BBC Children in Need, we were able to deliver two exceptional half term projects before the interruption by Covid. These included joining **Kinetika Bloco's Carnival Band** and working with the legendary education-focused musician, poet, and composer **Eugene Skeef** and **Marcina Arnold**.



Eugene Skeef, Half-Term Project Guest Artist

"It is profoundly inspirational to have to be reminded by young vulnerable refugees and asylum seekers from parts of the world immersed in conflict about the value of family, community, love, peace, trust, respect, hope, faith, courage and focus.

My greatest gratitude is to the young participants whose generosity of being was the key ingredient in the whole experience. I can't wait for the next time..."

– Eugene Skeef

> RAW Vol. 1

- 2020 also saw **the release of our debut album, 'RAW Vol. 1'** featuring original music written, performed and recorded by our young participants. This provided a particular welcome moment of celebration amidst the challenges presented by Covid-19. (The album is available for download on SoundCloud).

> Outings

- The re-opening of Fairfield Halls in Croydon in September 2019 gave us an invaluable opportunity to share this vibrant, local arts venue with our participants and ensure they each felt empowered to view it as theirs to enjoy, as core members of the local Croydon community. As such, we focused our outings on events at the iconic venue, ultimately joining forces with the **Royal Philharmonic Orchestra** for a Resound Project, the **Les Philips Swing Band** for Christmas Carols, and see previous Half Term Collaborator and Beatboxer-extraordinaire **Conrad Murray** give a performance of his show *Estate of Mind*.

Work Placement Opportunities

In 2019-2020 we launched our range of work placement opportunities for young people aged 17+, who can engage with one of our two pathways

- > **Internal Placements:** Part of our Leadership Pathway, this scheme offers our participants opportunities to experience different leadership roles within the organisation by shadowing members of our management team.
- > **Work Placement Connections:** Part of our Education Department, this scheme facilitates external work placements connecting young people with professionals in our extended professional networks, enabling participants to experience different careers and discover how their passions can become their route to higher education and employment.

We were thrilled that as part of our Internal Placements scheme two of our now Young Leaders chose to volunteer with PFP project managers, seeing first-hand the work involved in making our programmes happen, and gaining valuable experience of the workplace and potential career paths. The Work Placement scheme yielded connections and ongoing relationships with Royal London Hospital and Poplar Union.

Collaborations

Collaboration is a key element of our work. In addition to the numerous individual artistic collaborators who have worked with us and our participants, we were delighted to work with the following partners to deliver and develop our work in 2019-2020:



Battersea Arts Centre Beatbox Academy, Croydon Cultural Network, Counterpoints Arts + Refugee Week, Kinetika Bloco, Museum of Croydon, The Refugee Council, Ronnie Scott's, The Royal Philharmonic Orchestra, and the UNHCR.

Staff

New Recruits

2019-2020 saw us expand our staff roster and establish our dedicated Art Department with new team members **Dima Karout**, **Matthieu Dufour**, and **Emma Brown**. This has enabled us to develop new, integrated approaches to exploring creativity with our young participants and we continue to build on this into 2020-2021.

We also welcomed past trainee from the Royal Central School of Speech & Drama, **Marisa Isidore** to become a fully-fledged member of the Therapy Team, and **Nina Mdwaba** to fill the vacated trainee position.

Training and Support

We held whole-organisational trainings once a term in September January, and July, and continued our monthly departmental reflection sessions and weekly check ins and check outs, maintaining our staunch commitment to organisational health.

*“PFP’s approach to its team is exemplary in that it places compassion, growth, and wellbeing of its staff at the core. Its approach is **that a healthy community can only be healthy if all the individual components are in themselves healthy**. Trainings aim to bring awareness to the problems faced by the young people we work with, develop our self-awareness, and challenge our own blindspots. **I have never felt so valued and supported in any other work environment.**”*

– Music Team member

Sector

Sharing What We Learn

Central to our working practise is a commitment to documenting and disseminating our learnings so that other communities and organisations can benefit. **In 2019-2020 we shared our learnings at a greater number of conferences than ever before:**

- > We worked with **UNHCR** and **UNICEF** and contributed case studies on the experience of young asylum seekers within the asylum system for their June 2019 conference report review: "Putting the Child at the Centre: An Analysis of the Application of the Best Interests Principle for Unaccompanied and Separated Children in the UK";
- > We contributed to **The Baring Foundation’s** study “Creatively Minded: An initial mapping study of participatory arts and mental health activity in the UK” by David Cutler

- > We shared our community's resilience learnings at the **University of Reading's** Remix Conference;
- > Alongside colleagues at **Counterpoint Arts**, we presented lectures to doctoral candidates of **Huddersfield University's Centre for Research in New Music**
- > Members of our team presented interactive aspects of our work at the **PPLG (Play, Perform, Learn, Grow)** Conference, a gatherings of artistic, therapeutic practitioners hosted by the University of Thessaloniki, Greece

Training Service

We also launched our trainings service for external organisations and delivered specially-designed sessions for:

- > The **Royal Philharmonic Orchestra**: on working creatively with the refugee community;
- > **Croydon's Culture Network**: on team resilience and organisational health;
- > **Arts Emergency**: for mentors supporting the specific needs of Unaccompanied Asylum Seeking Children.



Organisational Structure

Board Development

In April 2020, we welcomed two new members to our board: Tamzin Aitken and Stuart Burns. Both Tamzin and Stuart bring with them a wealth of experience in the arts and charity sectors and a commitment to the vision and mission of Play for Progress.

During the summer months of 2020 the board undertook a rigorous organisational review, making our policies and processes more robust and embedding strategies for how we can best strengthen the organisation's sustainability, excellence, and sector-leading approach into the future.

Impact of Covid-19

Covid-19 and the associated restrictions presented very specific and acute challenges for our community. It was imperative we maintained our commitment to consistency of delivery which our young people so critically count on. For this community of young people, who are already extremely marginalised and isolated, routines and dependency of relationships with trusted individuals are crucial. We therefore wanted to ensure that we could continue to be there for any young person who was counting on us to be in their lives three days a week.

As such we responded with speed and agility to transition our in-person workshops to run online from March - July 2020, and maintained regular online offerings across the summer of 2020. Knowing how vital routine is to the community we serve we held these offerings at the same days and times as our in-person classes, ensuring a continuity of structure and support for our participants. Our online classes included interactive mural painting, yoga and movement sessions, group music and improvisation lessons, exclusive live performances from our wide network of **Allies in Arts**, and sensory music and art sessions to release tension and stress.

While these were hugely successful in offering continuity to our participants, due to a range of factors – including access to technology, access to information and language barriers – our evaluation of our work indicated that face-to-face delivery is significantly more effective, and we were very happy to have the opportunity in October 2020 of returning to in-person delivery in revised, Covid-safe conditions.

We were very sad that our annual Young Leaders’ Retreat to Spring Hill House had to be cancelled and could not be replicated online. We have continued to develop our meaningful relationship with the **Kathleen Hannay Memorial Charity**, who manage the estate where this retreat takes place, and are exceptionally grateful to them for their continued support at this difficult time.

We hosted 70 online sessions between March – July 2020

Across the 19 weeks this included:



> 43 live-streams



> 15 General Music classes



> Young Leaders Council meetings

We hosted 27 musicians & artists across the terms.

Sessions included:



> Instrumental Music, Beatboxing

> Painting, Origami



> Dance

> Yoga, Meditation



> Poetry, Storytelling and more.

Young Leaders

Throughout the first lockdown, we met weekly with our newly established **Young Leaders Council** to understand in greater detail the unique challenges presented to them and our wider community of young people by the pandemic. In our discussions, they shared with us the realities of lockdown, what they hoped we as an organisation could do for them during this time, and how we could address needs that weren't otherwise being met. They were and continue to be important guides, with whom we developed all strands of work that we delivered from March - July.

Staff Support

Throughout the year we have continued to support our staff and freelance teams by

- > Offering continued artist therapeutic support and regular online reflection sessions
- > Keeping all our freelance staff members employed by rotating delivery and creating adapted offerings of employment.



Organisational Learnings

During this time we also engaged with our exceptional staff group in the creation of **Tutor Feedback Reports**, offering insight into the impact they see daily through their work. In addition to providing adapted offerings of employment to our team when in-person delivery was not available, this has yielded invaluable learnings and will feed into a wider Impact Study we are developing for 2020-2021.

Sector Engagement During Covid-19

We have participated regularly in **Croydon Youth Refugee Network** and **Croydon Culture Network** meetings in order to troubleshoot and share responses to the increased challenges faced by our local and specific communities.

As an extension of the **bespoke training** service we began providing this year to the **Croydon Culture Network**, we delivered training on **team resilience** and **Finding Calm in Covid**.

It was with great disappointment that we had to set aside our public event plans for Refugee Week. We were due to return to the **Victoria & Albert Museum**, and were in discussions with **Shakespeare's Globe** and our Roots & Branches Exhibition partner the **Museum of Croydon** and were excited by the opportunities these developing partnerships offered to amplify our work and that of our young people, both locally and in the heart of London. Nevertheless we persisted, and delivered some exceptional content online to celebrate the achievements of refugees, amplify the voices of our young people, and change the narrative surrounding seeking asylum.

Plans for the future

Programme Activity for 2020-2021

In the face of the challenges of Covid-19, we remain staunchly committed to supporting our community through these turbulent times. Working closely with the board of trustees, we intend to continue to deliver our services through a combination of online and in-person sessions. Any in-person activity will be carried out in accordance with our new Covid-19 risk assessment and code of practice, which will align with National Youth Agency guidance at all times.

- > **Young People:** We will pilot a once-weekly session in Croydon, bringing together our Creative Arts Therapy (CAT), Recording, Arranging and Writing (RAW) and General Musical Class (GMC) sessions. We will thoroughly evaluate the impact of these sessions and be prepared to revert to online delivery should new guidelines restrict in-person activities.
- > **Staff:** We will continue to conduct monthly artistic reflection sessions and termly training sessions, online and in person, providing continued wellbeing support for our freelance team during these challenging times.
- > **Sector:** We will continue to participate actively in the Croydon Youth Refugee and Croydon Culture Networks advocate for our role in the wider community, and provide trainings for partners in the sector.

Organisational development

- > **Board and governance:** We will continue to develop the work of our committed board of trustees, who provide regular oversight of programme delivery, ensure effective management of risk and have an active role in the development of board policy. The trustees play an important role in ensuring the organisation remains up-to-date on best practice in charity governance, particularly in light of the changing Covid-19 guidelines.
- > **Fundraising strategy:** Our priority is to achieve our 2020-2021 fundraising target so that we can deliver our revised programme of activities uninterrupted and in spite of any negative effects of Covid-19 on the fundraising sector. Alongside this short-term work, we will develop a more robust fundraising strategy, stabilise the organisation's core costs, and build on past successes to create opportunities for longer term funding relationships.

Funding

We were grateful to the following organisations for their invaluable support in helping us deliver our work across 2019-2020:

- > Kathleen Hannay Memorial Charity
- > BBC Children in Need (Multi-Year Grant)
- > Marchus Trust
- > London Catalyst Samaritans Grant
- > Kusuma Trust

As the Covid-19 crisis intensified across the UK in 2020 we reached out to a number of organisations offering to fund the sort of changes we were implementing to our usual programme delivery in order to maintain a consistent and reliable connection with the young people who rely on us. We are immensely grateful to have secured additional support from:

- > BBC Children in Need's Booster Grant
- > Croydon Council's Culture Recovery Fund
- > The National Lottery's Coronavirus Community Fund
- > Kusuma Trust Coronavirus Appeal
- > Sound Connections Innovate Fund



Fundraising Subcommittee

In August 2020 we established a new **Fundraising Subcommittee** consisting two of our Trustees, Tamzin Aitken and Stuart Burns, alongside co-founder Alyson Frazier.

The subcommittee meets monthly with a focus on further developing our long- and short-term strategic approaches and to building greater sustainability and resilience for the future.

Financial Review

Finance and Reserves

The charity had income for the year of £69,394. At the end of the financial year, total reserves stood at £66,746 of which £54,438 was unrestricted to use.

The Charity has a policy to maintain reserves required for an orderly shutdown in the event of a sudden loss of funding taking into account contractual notice periods and operating costs during the period assumed for shut down. Such provision is vital to ensure that the highly vulnerable community with which we work would not be adversely affected by a sudden shortfall in funding.

Due to the very vulnerable nature of the young people we support, the trustees recognise the importance of ensuring continuity of work.

The Charity has an objective to continue building reserves to take account of other potential events including an amount to cover deficits related to events that could be incurred as a result of the Charity's closure and an amount to cover other unforeseen costs. The current general reserves adequately cover approximately three months or one term's worth of operating expenses.

Covid-19 considerations

At the time of filing the trustees are aware of the potential implications of Covid-19 which is having severe repercussions throughout the world. We are working to ensure a continuation of our services, the safety of staff and young people and collaborating with other organisations to reduce the overall impact where possible, while we investigate the impact this will have on sustainability. We are confident in our current level of reserves and will be building upon these going forward.

Reference and Administrative Details

Charity Name: Play for Progress
Charity Registration Number: 1166328
Company Registration Number: 09157780
Principal Address & Registered Office: Suite 7, Onedin Point, Ensign Street
London E1 8JT

TRUSTEES of the Charity & DIRECTORS of the Company

– who served in the reporting period and those appointed since as at the reporting date:

Anthony Weeden	Appointed 19 May 2017
Colin Farmer (FCA)	Appointed 19 May 2017
Tamzin Aitken	Appointed 27 April 2020
Stuart Burns	Appointed 25 April 2020

Jason Blackstock	Appointed 1 November 2019 and Resigned 29 April 2020
Sandra Mattocks	Appointed 13 September 2018 and Resigned 1 November 2019

INDEPENDENT EXAMINER:

Stephen Meredith (FCA, DChA)	Alliotts Accountants Friary Court 13-21 High Street Guildford, GU1 3DL
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Structure, Governance and Management

Governing Document

The charity was incorporated as a company on 1 August 2014 with the company registration number 09157780 and was registered as a charity under the charity number 1166328 on 1 April 2016. It is governed by its constitution set out in the Memorandum and Articles incorporated 08 June 2015 as amended by special resolutions dated 25 January 2016.

Play for Progress is a registered charity, and a company limited by guarantee, not having share capital. Every trustee undertakes to contribute an amount not exceeding £1 to the assets of the charitable company in the event of it being wound-up during the period of membership, or within one year thereafter. The current members of the charitable company are the trustees and directors.

Management

The overall strategic direction of the charity is determined by the trustees who met monthly in 2019-2020 to consider all matters of relevance to the charity.

The day-to-day management of the charity is carried out by the Co-Directors and former trustees, Anna MacDonald and Alyson Frazier. This related party disclosure has been made below. No conflict of interest has been declared at Trustee or management level.

Relationships with Related Parties

The charity is closely related to the founders Anna MacDonald and Alyson Frazier who continue to serve as the charity's Head of Relationships and Head of Operations respectively.

Recruitment, Appointment, Election, Induction and Training of Trustees

Trustee Recruitment

If the trustees decide that it would be advantageous to the charity to have one or more new trustee for example after a skills audit has shown a required expertise not present in the current members, then this will be agreed at a meeting of the trustees, either as an agenda item or upon request of an extraordinary meeting by at least two of the current trustees.

Such trustees may have put themselves forward, have been approached by a current trustee or there may be a requirement for such a trustee without having a specific person in mind at the time. In this latter case, the current trustees will decide upon the most appropriate way of recruiting.

Trustee Appointment

Appointment will be by vote of the trustees of the charity at a properly convened meeting of the trustees. The meeting will only be valid if at least half of the current trustees are present. Election will be by a simple majority of the trustees voting in favour of the proposed trustee.

Trustee Induction and Training

Existing trustees induct and train new trustees using the trustee induction pack. All trustees are responsible for staying up to date with small charity good practice and seeking training opportunities where possible.

Risk Management

The board acknowledges their responsibility to appropriately manage the risks the organisation is vulnerable to. We maintain a Risk Register to capture and assess the risks identified, to better enable us to determine how each risk should be managed. The board reviews the Risk Register as a standing item on the agenda at every trustee meeting to ensure that the charity's exposure to risk is minimised.

As a board, the trustees are risk averse, and will therefore do everything in their power to minimise the charity's exposure to risk at all times. Risk management and corporate governance matters are seen as the collective responsibility of all trustees.

Statement of Trustees' Responsibilities

The trustees (who are also the directors of Play for Progress for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees are preparing the financial statements in accordance with United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice and applicable law). Under company law, the trustees must not approve financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing those financial statements, the trustees are required to:

- > select suitable accounting policies and then apply them consistently;
- > observe the methods and principles in the Charities SORP;
- > make judgements and accounting estimates that are reasonable and prudent;
- > state whether applicable UK Accounting Standards have been followed subject to any material departures disclosed and explained in the financial statements;
- > prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation;
- > ensure the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company 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 in the United Kingdom governing the preparation and dissemination of financial statements may differ from the legislation in other jurisdictions.

This report was approved by the trustees on 4 December 2020 and was signed for and on behalf of the board by Colin Farmer.

Colin Farmer

Colin Farmer
Trustee

Financial Statements

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UNAUDITED STATEMENT OF FINANCIAL ACTIVITIES (including Income & Expenditure Account)

for the year ended 31 August 2020

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2020 £	Total 2019 £
INCOME from					
Donations	1	36,075	32,225	68,300	149,651
Investments	1	4	-	4	9
Other Income	1	1,090	-	1,090	-
TOTAL INCOME		37,169	32,225	69,394	149,660
EXPENDITURE on					
Raising funds	2	1,645	-	1,645	3,124
Charitable activities	2	81,291	26,989	108,280	92,920
TOTAL EXPENDITURE		82,936	26,989	109,925	96,044
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		(45,767)	5,236	(40,531)	53,616
RECONCILIATION OF FUNDS					
Fund balances brought forward at 1 September 2019		100,205	7,072	107,277	53,661
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2020	6	54,438	12,308	66,746	107,277

The net movement in funds for the year arises from the charitable company's continuing operations.

No separate Statement of Total Recognised Gains and Losses has been presented as all such gains and losses are dealt with in the Statement of Financial Activities.

A detailed analysis of the comparative 2019 SOFA is included on the following page.

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COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
(including Income & Expenditure Account)

for the year ended 31 August 2019

	Notes	Unrestricted Funds £	Restricted Funds £	Total 2019 £
INCOME from				
Donations	1	118,821	30,830	149,651
Investments	1	9	-	9
TOTAL INCOME		118,830	30,830	149,660
EXPENDITURE on				
Raising funds	2	3,124	-	3,124
Charitable activities	2	64,662	28,258	92,920
TOTAL EXPENDITURE		67,786	28,258	96,044
NET INCOME FOR THE YEAR & NET MOVEMENT IN FUNDS		51,044	2,572	53,616
RECONCILIATION OF FUNDS				
Fund balances brought forward at 1 September 2018		49,161	4,500	53,661
FUND BALANCES CARRIED FORWARD AT 31 AUGUST 2019				
	6	100,205	7,072	107,277

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UNAUDITED BALANCE SHEET
as at 31 August 2020

Company Number: 09157780

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible fixed assets	4	1,386	1,826
CURRENT ASSETS			
Cash at bank and in hand		65,360	106,586
		<u>65,360</u>	<u>106,586</u>
LIABILITIES			
Creditors: Amounts falling due within one year	5	-	(1,135)
NET CURRENT ASSETS			
		<u>65,360</u>	<u>105,451</u>
NET ASSETS			
		<u><u>66,746</u></u>	<u><u>107,277</u></u>
THE FUNDS OF THE CHARITY			
Income funds			
Unrestricted General Fund	6	54,438	100,205
Restricted Fund	6	12,308	7,072
TOTAL CHARITY FUNDS			
		<u><u>66,746</u></u>	<u><u>107,277</u></u>

For the year ended 31 August 2020, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006 ("the Act"). No member of the charitable company has deposited a notice, pursuant to section 476 of the Act, requiring an audit of these financial statements.

The trustees and directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

These financial statements are prepared in accordance with the special provisions applicable to companies subject to the small companies regime.

The financial statements on pages 25 to 33 were approved by the trustees and authorised for issue on 4 December 2020 and are signed on their behalf by

Colin Farmer

Colin Farmer
Trustee

PLAY FOR PROGRESS

Financial statements for the year ended **31 August 2020**

ACCOUNTING POLICIES

CHARITY INFORMATION

Play for Progress is a private company limited by guarantee incorporated in England and Wales. The registered office and business address is Suite 7, Onedin Point, Ensign Street, London E1 8JT.

BASIS OF ACCOUNTING

The financial statements have been prepared to comply with current statutory requirements (principally being the Companies Act 2006 and the Charities Act 2011), under the historical cost convention, and in accordance with United Kingdom Generally Accepted Accounting Practice. The recommendations in *Accounting and Reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102 (effective from 1 January 2016)* have been followed. The accounting policies have been applied consistently throughout the period.

The charitable company is a Public Benefit Entity as defined by FRS102.

The accounts are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

GOING CONCERN

At the time of approving the accounts the trustees have a reasonable expectation that the charitable company will have adequate resources to continue in operational existence for the foreseeable future.

On the basis of the above, and also taking into consideration the effects of Covid-19, the trustees are satisfied that the going concern basis of preparation of these financial statements is appropriate.

INCOMING RESOURCES

General donations and other similar types of voluntary income are brought into account when receivable. Donated income is included gross of any attributable tax recoverable, where relevant. Donations given for specific purposes are treated as restricted income.

RESOURCES EXPENDED

Resources expended are allocated directly to the charitable company's principal activities where the costs can be so identified. All other costs are classified as support costs and are apportioned between those same categories on the basis of the trustees' estimate of relevant, appropriate and allocations.

Governance costs are the costs associated with the charitable company's compliance with constitutional and statutory requirements. In particular, they include estimated proportions of support costs, including legal, professional and accountancy fees.

PLAY FOR PROGRESS

Financial statements for the year ended **31 August 2020**

ACCOUNTING POLICIES

FUND ACCOUNTING

The general fund comprises the accumulated surpluses of unrestricted incoming resources over resources expended, which are available for use in furtherance of the general objectives of the charitable company.

Designated funds are a particular form of unrestricted funds consisting of amounts, which have been allocated or designated for specific purposes by the trustees. The use of designated funds remains at the discretion of the trustees.

Restricted funds are funds subject to specific conditions imposed by donors. The purpose and use of the restricted funds are set out in the notes to the accounts. Amounts unspent at the year-end are carried forward in the balance sheet.

FINANCIAL INSTRUMENTS

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised. Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Taxation

No provision for taxation arises on the income of the company due to its charitable status.

Tangible Fixed assets

Tangible fixed assets are measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Musical instruments – 5 years straight line
Computer equipment - 5 years straight line

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NOTES TO THE UNAUDITED FINANCIAL STATEMENTS

for the year ended 31 August 2020

	Unrestricted funds	Restricted funds	Total	Total
			2020	2019
	£	£	£	£
1 VOLUNTARY INCOME				
Donations	17,059	-	17,059	113,121
Grants	17,000	32,225	49,225	35,330
Gifts in kind	2,016	-	2,016	1,200
Other Income	1,090	-	1,090	-
Investment	4	-	4	9
	<u>37,169</u>	<u>32,225</u>	<u>69,394</u>	<u>149,660</u>

2 RESOURCES EXPENDED

	Unrestricted funds	Restricted funds	Total	Total
			2020	2019
	£	£	£	£
Fundraising costs				
Fundraiser	1,252	-	1,252	2,970
Promotional materials	91	-	91	154
Website	302	-	302	-
	<u>1,645</u>	<u>-</u>	<u>1,645</u>	<u>3,124</u>

Charitable expenditure

Direct costs:

Teaching programmes	79,213	26,989	106,202	91,628
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Support costs:

Independent examination fees	2,016	-	2,016	1,200
Bank charges	62	-	62	92

	<u>81,291</u>	<u>26,989</u>	<u>108,280</u>	<u>92,920</u>
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PLAY FOR PROGRESS

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS
for the year ended 31 August 2020

3 Employees

Employment costs	2020	2019
	£	£
Wages and salaries	11,848	12,000
Social security costs	-	497
	<u>11,848</u>	<u>12,497</u>

The average number of employees during the year was 2 (2019: 2). There were no employees whose annual remuneration was £60,000 or more (2019: nil).

The trustees received no remuneration for their services provided to the charitable company during the period, a total of £nil (2019: nil) was reimbursed to trustees for travel and meeting expenses.

4 TANGIBLE FIXED ASSETS

Cost	Music Equipment
	£
At 1 September 2019 and 31 August 2020	2,200
Depreciation	
At 1 September 2019	374
Depreciation charged in the year	440
At 31 August 2020	<u>814</u>
Carrying amount	
At 31 August 2020	<u>1,386</u>
At 31 August 2019	<u>1,826</u>

PLAY FOR PROGRESS

NOTES TO THE UNAUDITED FINANCIAL STATEMENTS

for the year ended 31 August 2020

5 CREDITORS

	2020 £	2019 £
Amounts falling due within one year:		
Other creditors	-	1,086
Taxation and social security costs	-	49
	-	1,135

6 THE FUNDS OF THE CHARITY

	Balance at 1 September 2019 £	Income £	Expenditure £	Balance at 31 August 2020 £
Income funds:				
<i>Unrestricted General Fund</i>	100,205	37,169	(82,936)	54,438
Made up as follows:				
- Designated reserves	60,000	-	-	-
- General unrestricted reserves	40,205	37,169	(82,936)	54,438
During the year £60,000 from designated reserves were transferred back into the general unrestricted reserves.				
<i>Restricted Funds:</i>				
BBC Children in Need	-	10,000	(10,000)	-
Arts Council England	-	1,500	(1,500)	-
Croydon Council - covid	-	4,975	(3,417)	1558
Watts Donation	7,072	-	(7,072)	-
Croydon Council – Root and Branches	-	2,500	(2,500)	-
Sound Connections	-	750	-	750
TNFL	-	10,000	-	10,000
Kusuma	-	2,500	(2,500)	-
Total Restricted funds	7,072	32,225	(26,989)	12,308
	<u>107,277</u>	<u>69,394</u>	<u>(109,925)</u>	<u>66,746</u>

Purposes of restricted funds:

BBC Children in Need	- restricted to Half Term Projects
Arts Council England	- restricted to therapy work
The Croydon Council	- restricted to museum of Croydon Exhibition cost
Watts Donation	- restricted to the development of RAW programme
Kusuma trust	- restricted to therapy work
Croydon Council - Covid	- restricted to Covid Alternative delivery
Sound Connections	- restricted to Covid Alternative delivery
TNFL	- restricted to Covid Alternative delivery

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NOTES TO THE UNAUDITED FINANCIAL STATEMENTS

for the year ended 31 August 2020

7 Analysis of net assets between funds

	Unrestricted Reserves	Restricted Reserves	Total Reserves
	£		£
Fund balances at 31 August 2020 represented by:			
Fixed assets	1,386	-	1,386
Current assets	53,052	12,308	65,360
Current liabilities	-	-	-
	54,438	12,308	66,746

8 RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

PLAY FOR PROGRESS

Report of the Independent Examiner for the year ended 31 August 2020

I report on the financial statements for the year ended 31 August 2020, which include the Statement of Financial Activities, Balance Sheet and supporting notes.

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the financial statements. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under Part 15 of the Companies Act 2006 and is eligible for independent examination, it is my responsibility to:

- examine the financial statements under section 145 of the 2011 Act;
- to follow the procedures laid down in the General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

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

Independent examiner's statement

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

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

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare financial statements which accord with the accounting records and comply with the accounting requirements of section 396 of the Companies Act 2006 and the methods and principles set out in the Charities SORP (FRS102) have not been met; or

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

A handwritten signature in black ink that reads 'Stephen Meredith'.

Stephen Meredith FCA, DChA

Jan 8, 2021 2020

Alliotts
Friary Court, 13-21 High Street,
Guildford, Surrey GU1 3DL