

The background of the entire page is a vibrant, abstract pattern of thick, hand-drawn lines in various colors including red, green, blue, yellow, and pink. These lines form a complex, overlapping geometric design that resembles a stylized landscape or a series of interconnected paths. The lines are drawn with a textured, brush-like quality, giving the background a dynamic and artistic feel.

TRUSTEES' ANNUAL REPORT & FINANCIAL STATEMENTS

YEAR ENDING AUGUST 2023

Company Number 09157780 | Charity Number 1166328

Table of Contents

Introduction	3
Letter from Director	3
Our Purposes & Aims	5
Organisational Health	7
The Work That We Do	8
What We Offer	8
<i>Creative Programs</i>	9
<i>Support Services</i>	11
Our Achievements in 2022-2023	13
<i>Organisational Achievements</i>	13
<i>Young People Achievements</i>	15
Engagement Statistics	16
Trauma-informed Practice	18
Case Study: AAZ	20
Organisational Changes	23
Plans for the Future	24
Our Partners	30
Funding & Finance	32
Reference & Admin Details	34
Structure, Governance & Management	35
Financial Statements, Accounting Policies & Notes	38

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.

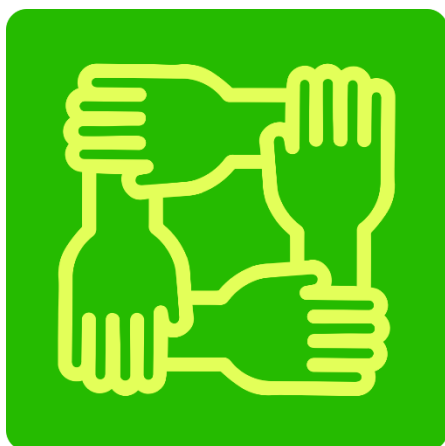
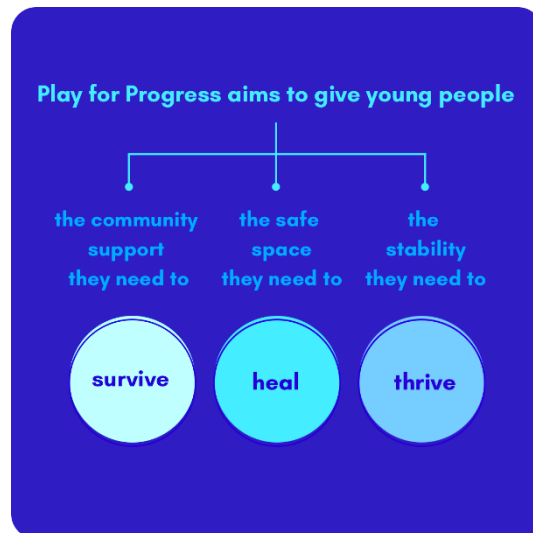
The world is in a difficult place and we believe the more people who are thinking creatively and collaboratively the better.

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

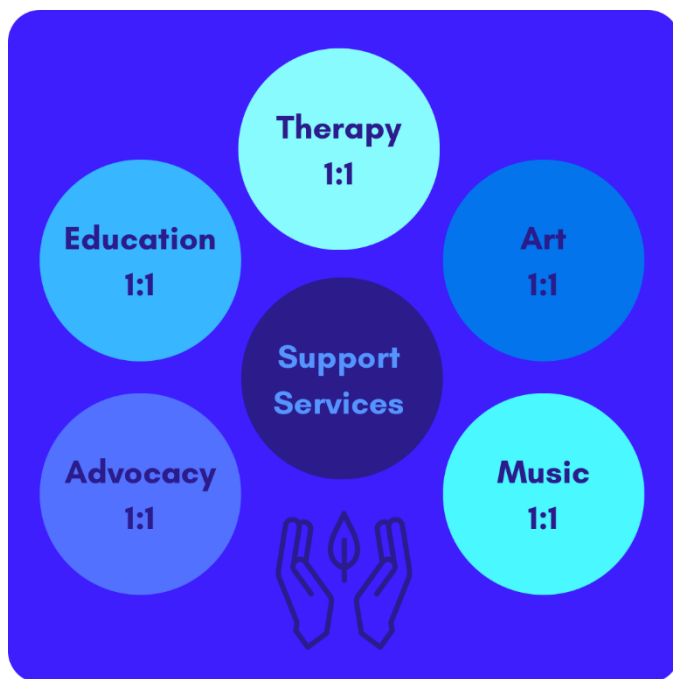
Progress has dedicated time to creating a long term infrastructure to support Organisational Health, we feel we are well placed to share this information especially with small grassroots organisations, art organisations and local authority agencies. This last year has seen the number of training sessions 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 residencies, 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

over
300

participants in our
RAW classes

over
250

participants in our
CAT classes

over
80

young people engaged
with our Advocacy team

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 PpP-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.

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.

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.

May/Jun
2023

Sep
2023

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.

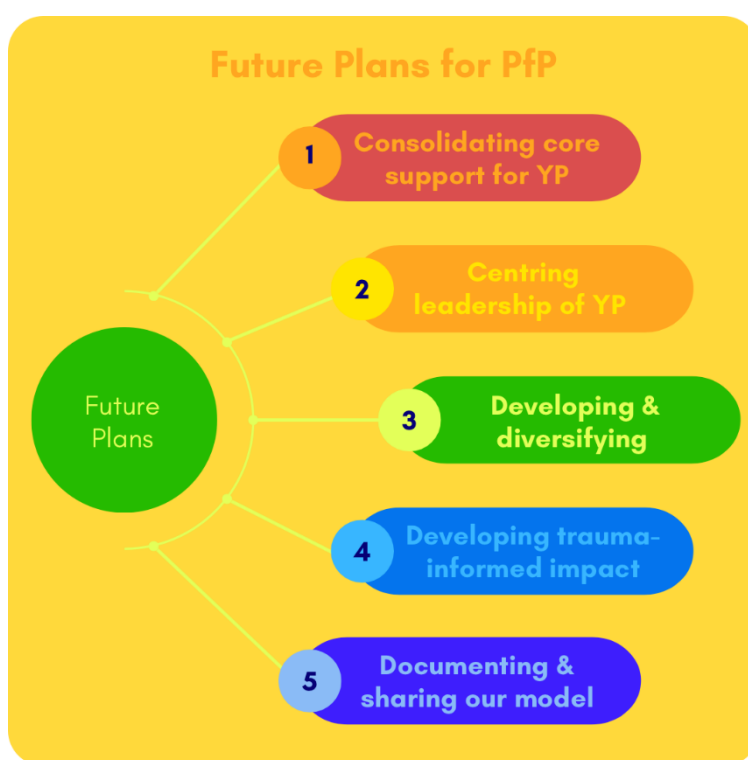
We are confident as we move into 2023 that Play for Progress has a strong structure, a dynamic new impact framework which we look forward to sharing next year, and that a thorough review of governance and strategy has been carried out. As part of the governance review the decision was made to strengthen 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.

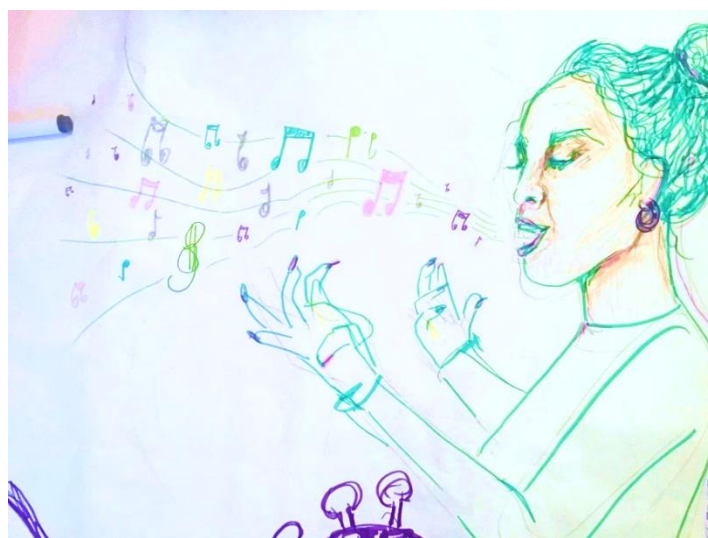


2. Centring leadership of our young people in governance and decision-making

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**

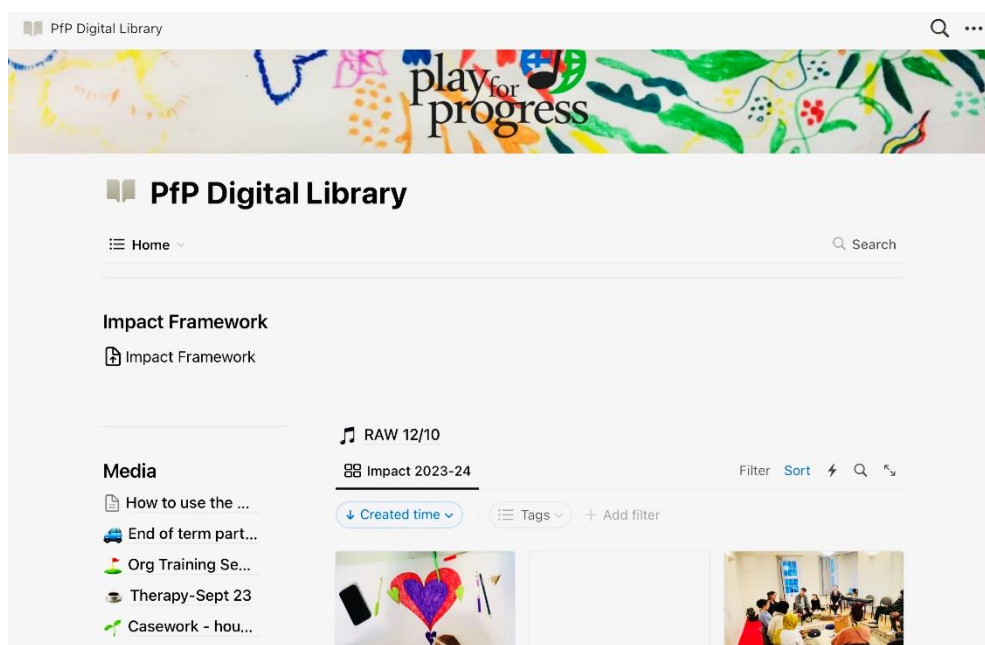
We will be hiring our first permanent Executive Director and have recruited five new Trustees. Inclusive recruitment processes are used to ensure experts by experience are central to work.

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



THE MARCHUS TRUST

Supporting projects in the fields of architecture and music



Delivery Partners



Creative Collaborators



**MUSEUM OF
CROYDON**



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.

A handwritten signature in black ink, appearing to read 'Naomi Webb', is written over a horizontal blue line.

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**

		Unrestricted Funds	Restricted Funds	Total 2022
	Notes	£	£	£
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
	103,364	62,492	165,856	178,552

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
	8,301	-	8,301	7,648

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
	147,142	62,492	209,634	160,320

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	
		1,612	4,423	
7	CREDITORS			
	2023	2022		
	£	£		
	Amounts falling due within one year:			
	Other creditors	6,968	14,570	
	Taxation and social security costs	433	-	
		7,402	14,570	
8	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 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	-	62,492	62,492
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	-
Alpkitt 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
Alpkitt 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
	55,365	-	55,365

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