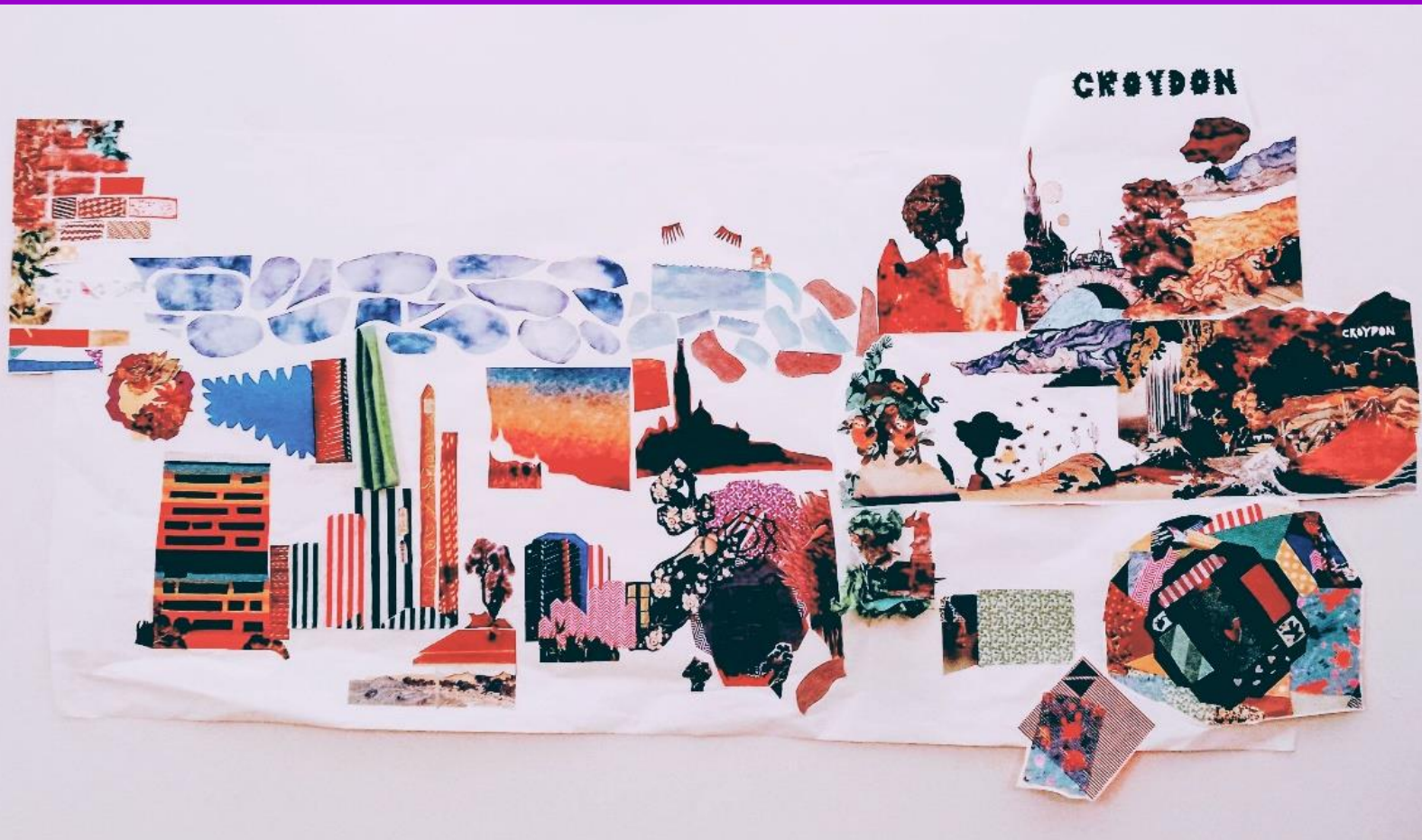




Play for Progress



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,



Bridget Banda

Executive Director

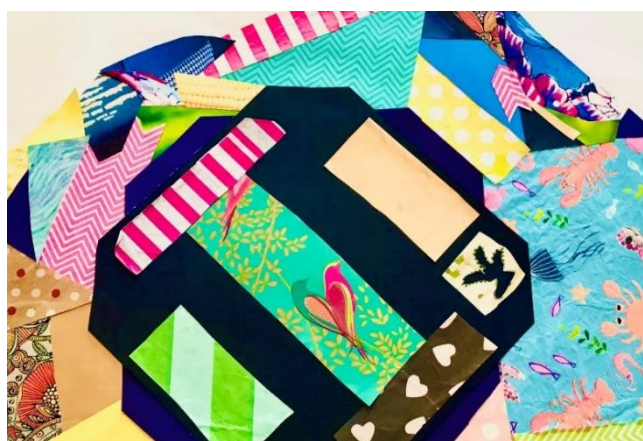
2023-2024: Year of Implementing Change

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:

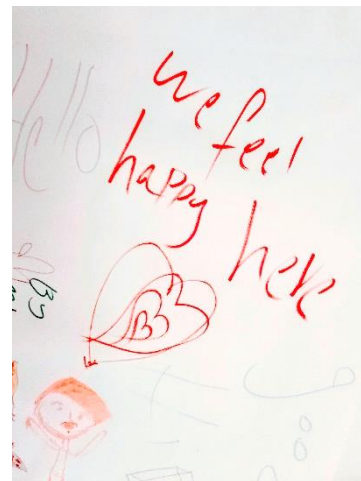
We work with young people between the ages of 15-25.

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.



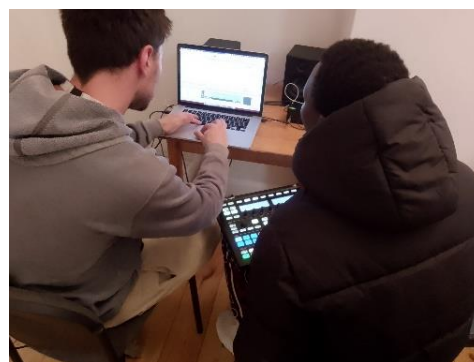
By providing these opportunities, the Creative Programmes team fosters confidence, resilience, and a sense of belonging, ensuring that artistic expression remains a vital part of the Play for Progress community.

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.

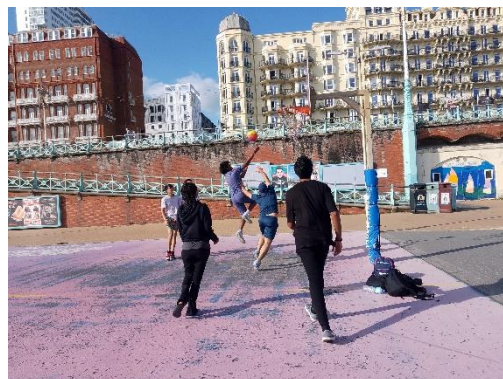
Today, HI is an accomplished musician, performing at venues across London. Through Play for Progress, he has connected with a network of musicians, leading to opportunities such as performing at Flotsam Sessions, a collaborative music event co-organised by one of our team, Maya McCourt. He has also had 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



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.

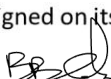
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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	-	
		2,245	1,612	
7	CREDITORS			
		2024	2023	
		£	£	
	Amounts falling due within one year:			
	Other creditors	11,523	6,968	
	Taxation and social security costs	-	433	
		11,523	7,402	
8	THE FUNDS OF THE CHARITY			
		Balance at 1 September 2023	Income	Expenditure
		£	£	£
	Income Funds	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	-	48,700	46,225
				2,475.00
	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.



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,



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:

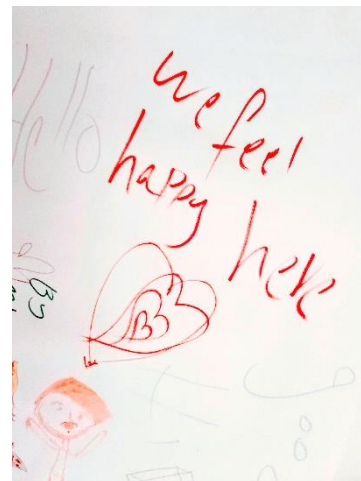
We work with young people between the ages of 15-25.

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.



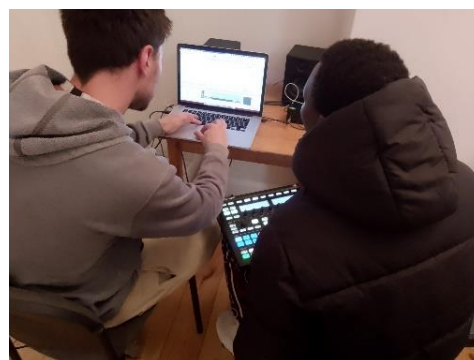
By providing these opportunities, the Creative Programmes team fosters confidence, resilience, and a sense of belonging, ensuring that artistic expression remains a vital part of the Play for Progress community.

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.

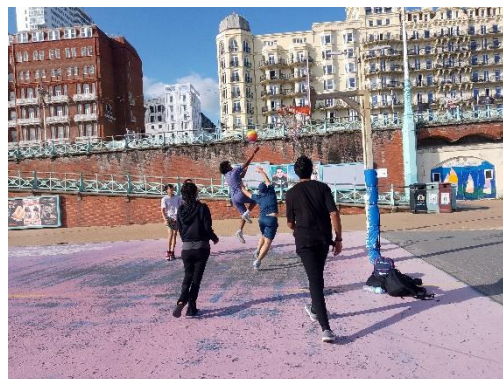
Today, HI is an accomplished musician, performing at venues across London. Through Play for Progress, he has connected with a network of musicians, leading to opportunities such as performing at Flotsam Sessions, a collaborative music event co-organised by one of our team, Maya McCourt. He has also had 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



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.

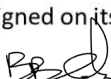
The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

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 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	-
	This Day	-	3,500	1,025	2,475.00
	Total Restricted Fund	-	48,700	46,225	2,475.00
	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
Camberley
Surrey
GU15 3HL
22 May 2025