

YOU CAN FLOURISH

England & Wales · Charity number 1166721

Details

Status Registered

Legal form CIO

Registered 2016-04-25

Register [View on the Charity Commission register](#)

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Activities

Objects: TO PROMOTE AND PROTECT THE GOOD HEALTH AND WELLBEING OF YOUNG WOMEN AND GIRLS IN PARTICULAR BUT NOT EXCLUSIVELY IN WARWICKSHIRE AND THE SURROUNDING AREAS THROUGH THE PROVISION OF GUIDANCE, SUPPORT, EDUCATION AND OTHER SUCH SERVICES AS THE TRUSTEES SHALL DETERMINE WITH A VIEW TO IMPROVING THEIR SELF-ESTEEM, RELATIONSHIPS, AND RESILIENCE; AND INCREASING THEIR ACTIVE PARTICIPATION IN THEIR COMMUNITIES. TO ADVANCE THE CHRISTIAN FAITH IN ACCORDANCE WITH THE STATEMENT OF FAITH.

Activities: We provide a 1:1 mentoring service and group mentoring programmes for teenage girls aged 10-18. These focus on building self esteem, confidence and self worth for girls who are struggling with issues that hold them back from being released into their fullest potential. We also provide events and workshops for girls to participate.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty
- **Who:** Children/young People

Geography

- Warwickshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£326,864	£322,637	-	-
2024-03-31	£211,914	£210,757	-	-
2023-03-31	£121,301	£122,527	-	-
2022-03-31	£128,029	£82,159	-	-
2021-03-31	£79,257	£64,421	-	-

Trustees

Name	Role	Appointed
Johanna Cox	Chair	2022-05-18
Charlotte Lockyer		2020-09-16
Jennifer Stewart		2022-05-18

YOU CAN FLOURISH

England & Wales - Charity number 1166721

Accounts

flourish



24/25 Annual Report

You Can Flourish (Flourish)

Trustees' Annual Report and Financial Statements

Year Ended 31st March 2025

Registered Charity Number: 1166721

A Charitable Incorporated Organisation

At Flourish, we see every day the strength and determination of girls growing up in a world that can feel incredibly complex to navigate. This past year, the stories we've heard have challenged us and inspired us in equal measure, strengthening our resolve to reach further and grow as an organisation.

The numbers tell an important story. Referrals for one-to-one mentoring increased by 28%. Of the girls referred, 77% were struggling with low self-esteem, 72% with confidence, 41% with friendship issues and 38% with managing their emotions. Most concerning, we saw three times as many girls referred who were struggling with suicidal thoughts than in the preceding year. Behind these statistics are young people determined to find their confidence and voice. As a team, we are incredibly proud of how Flourish evolved to meet these pressing needs during 2024/25.

This year has also been marked by significant organisational growth and development. We moved into our new office space at the Sydni Centre in Sydenham, Leamington Spa, providing a much more welcoming and fit-for-purpose environment for our team and the girls we support. Our staff team expanded with the recruitment of a Head of Service, an in-house Fundraising Manager and two additional Project Workers. We restructured to create a senior leadership team with clearly defined roles, ensuring Flourish has the capacity and expertise to deliver high-quality support as we grow.

Our funding success this year has been considerable, with income growing by 55% to £326,864. A three-year grant from the Henry Smith Foundation has enabled us to embed a trauma-informed culture of support across the team. We secured a grant of £70,055 from the Inclusive Communities Fund for vital research into PSHE curriculum and emotional wellbeing support in local primary schools, enabling us to hire two Project Workers and conduct our first ever Girls' Voice Survey. A two-year unrestricted grant from The Fore funded our first CRM system on Beacon, transforming how we manage data, communicate with donors, and measure our impact, improvements that will strengthen Flourish for years to come. We are deeply grateful to the 25 trusts and foundations who supported us this year, many of whom have been faithful partners for up to six years.

Looking back, I am particularly proud of our Girls' Voice work this year. Our first Girls' Voice Survey revealed striking insights: 54% of girls experienced gender-based discrimination, while only 43% felt they could be themselves around others. With support from Warwickshire Youth, we developed our Girls' Voice approach, working with a core group of

girls who created a journal for Year 6 students preparing for secondary school transition. The girls shared their own experiences and advice on friendships, screen time, emotions and transitioning, ensuring that girls' authentic voices shape not only our services but also support their peers at a critical moment.

Our Trustee Away Day on 2 March 2024 was a pivotal moment for governance and strategic thinking. It enabled us to sharpen our strategic direction, clarify priorities for the year ahead, and strengthen how we monitor impact and risk as Flourish continues to grow.

Looking ahead, we remain ambitious. As Flourish celebrates its 10th anniversary, we have refined our focus to become the go-to centre of excellence for girls locally and nationally by 2028. Over the coming year, we plan to deliver group mentoring to over 250 girls, one-to-one mentoring to 105 girls, our Year 6 journal course to 48 girls, and expand our reach geographically while maintaining our 'best in class' trauma-informed approach. We will continue to prioritise girls being authentically at the centre of everything we do — listening to their voices and empowering them to shape services and advocate for themselves.

As I reflect on this year, I am filled with appreciation for our dedicated staff team, inspiring volunteers, committed funders, and of course, the incredible girls we serve. Together, we have strengthened our foundations and expanded our reach. The year ahead promises even greater impact.

JOHANNA COX

Chair of Trustees

Objectives and Activities

Flourish's purposes as set out in our constitution are:

- To promote and protect the good health and wellbeing of young women and girls in particular but not exclusively in Warwickshire and the surrounding areas through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving their self-esteem, relationships, and resilience; and increasing their active participation in their communities. To advance the Christian faith in accordance with the statement of faith.

Why we exist

We believe that every girl should have the opportunity to feel confident, good enough and capable — in short, to flourish. Nationally, the picture for girls is increasingly concerning. Girls are feeling sadder and lonelier than they did a decade ago, with this affecting younger girls aged 7–10; one in four now feel sad or lonely most days or every day. Fifty-three per cent of girls say that body image is negatively impacting their mental health, and 31% find school overwhelming (Girlguiding, 2025).

At Flourish, we continue to see increasing numbers of girls who feel lonely, worried, sad or stressed. Referrals for one-to-one mentoring have increased year on year since 2020, with a further 28% increase in 2024/25. We received 10% of referrals from community partners such as social workers, with the remainder split equally between parents/carers and schools. Girls referred to us were most commonly struggling with low self-esteem (77%), confidence (72%), friendship issues (41%) and managing their emotions (38%). Too often, girls aren't getting help early enough; we saw more girls referred who were struggling with self-harm and suicidal thoughts than in the preceding year, with three times as many referred for suicidal thoughts.

Nationally, girls continue to experience sexist and misogynistic behaviour in schools, with 36% saying inequality and discrimination is affecting their mental health (Girlguiding, 2025).

This year, Flourish conducted its first Girls' Voice Survey, inviting previous service-users to reflect on the long-term impact of their mentoring and share their experiences of being a girl in their local community. The findings were striking, with 54% reporting experiences of

gender-based discrimination, including being excluded, belittled or stereotyped. One girl shared, "Sometimes being a girl is a blessing, but more often than not it feels a bit like a curse."

Our Vision

Our ambition is for all girls to be supported early, feel confident, be empowered and equipped to take on life's challenges. We want all girls to have access to girl-shaped services, to have their voices amplified and mobilised to improve the experiences of girls like them - creating a culture where girls can truly flourish.

Our Mission

We are girl-focused specialists. We believe girls are the experts, and we create girl-shaped services that support them early. Our work is most effective when girls see that their voices matter and drive change. We support the self-esteem and wellbeing of girls aged 10-18 through one-to-one and group mentoring delivered by local women to local girls across Warwickshire. We specialise in early intervention, preventing issues from escalating. We provide safe spaces where girls can talk openly, explore challenges and goals, and build confidence using creative, evidence-based approaches so they can recognise their self-worth and reach their potential.

Our Strategic Aims and Objectives

Flourish has set strategic objectives for 2023-26 under four key areas:

1. **Centre for Excellence** - to build our reputation as the specialists in girls' self-esteem and wellbeing, continue to impact our beneficiaries now and in the future, be an employer of choice.
2. **Funding and Stability** - build a diverse income funding plan, create a dedicated funding resource/people, upgrade our systems, deliver excellent stewardship.
3. **Depth** - effective systems and processes, growing partnerships, review and build our business plan, excellence in governance, develop our people plan.
4. **Development** - grow and embed FAB Youth Voice, build our networks, develop membership/monetising our resources, grow beneficiary reach, improve our own office space.

More specifically for 2024/2025 our aims were as follows:

Service Delivery - Further embedding our 'best in class' local services offer through geographic growth, expanded referral channels and new girl-shaped services by:

- Increase our beneficiary reach to 430 girls through mentoring and workshops
- Expand our mentoring services to Stratford-upon-Avon schools and surrounding areas
- Expand our school mentoring services
- Grow our school partnerships and contracts
- Scope and understand better from girls and schools what flourish needs to do to create girl-shaped services in primary school to smooth the transition.

Girls' Voice - Amplifying girl's voices Flourish wide, creating spaces for girls to be heard by community leaders, develop resources by girls, for girls and informing policy by:

- Establish a core FAB team
- Refining our FAB approach and methodology
- Creating opportunities for female community leaders to meet with FAB girls.
- Scope the national sector for girls and create an action plan
- Developing resources and workshops informed by our girls

Organisational Development - Recruit, induct and onboard a new Fundraising Manager

- Have an organisational structure in place that is sustainable and supports capacity and everyone knows their accountability with individual and team KPIs
- Full team is living and breathing the Flourish purpose, mission and values
- Implement new CRM system and train team members
- Create a brand awareness marketing plan to increase visibility locally

Fundraising - Build our streams of unrestricted income and build our reserves

- Build our donor base and improve the stewardship of our existing donors

- Seek to secure larger, multi-year grants from national funders, with a focus on those providing unrestricted funds or funding for core costs
- Develop products and services to help grow earned income

Our Activities and Services

Early Intervention Programmes

The best thing about mentoring has been talking to someone who isn't family, but not a counsellor, and also finding solutions to little problems. It has given me ideas of things I can do or say to myself when I feel depressed or anxious. It has made me realise that the way I feel isn't unusual or scary." Mentee, 2024.

Our programmes are delivered by our staff and award-winning volunteers to girls aged 10-18 in schools and community settings. Through early intervention, we support girls at their point of need, preventing issues from escalating. As one girl recently shared, 'Through this course I learnt that being yourself is the best thing you can be.'

Flourish One-to-One Mentoring creates a safe space in which we work with girls towards building self-esteem, nurturing emotional resilience and building a toolkit for life. It comprises 12 weekly hour-long sessions at school or another suitable place. Our mentoring follows a structured programme and takes a girl-led approach. This leads to our programme being personalised to each mentee, with the mentor drawing on a variety of skills as a coach, listener, facilitator, critical friend and relatable role model. We find this approach to be effective, relevant and long-lasting, seeing significant improvement in self-esteem and wellbeing. Our one-to-one mentoring is coordinated by our Mentoring Coordinator, and delivered by up to six members of staff (our Training and Service Development Lead, our Specialist Trauma-Informed Delivery Lead (until December 2024), Head of Service and two Project Workers (who we are able to recruit due to a grant from the Inclusive Communities Fund), and up to 20 volunteer mentors.

The Flourish Course is our flagship group mentoring programme. Across 8 weekly sessions, we cover topics ranging from friendships and discovering worth to managing emotions and positive self-talk. Each session includes games, crafts, discussion, and

creative journaling to help up to 8 girls build self-esteem and mental wellbeing, advocate for themselves, and create a supportive peer community.

Flourish Rebuild is a group mentoring course consisting of 8 weekly sessions around understanding emotions and building emotional resilience. These sessions offer the ideal safe space for up to 8 girls to explore and identify emotions together as a supportive peer community and to create a physical and mental 'toolbox' of coping mechanisms to help them thrive long after the course has ended. Both the Flourish course and Flourish Rebuild are delivered by our Group Delivery Lead along with one or more volunteer mentors for each programme.

Workshops and Resources

We offer parents, carers, and school staff the opportunity to attend our popular workshops. Our FAB girls (see below) have designed the sections on what self-esteem is, how to build it, and how best to communicate with a young person. By using their language, experiences and suggestions, we amplify their voices and ensure the workshops are as relevant and effective as possible. We also provide access to our Flourish Hub, an online specialist resource library with innovative Flourish-crafted tutorials, tools and tips to support girls' wellbeing.

Our workshops and resources improve our community's engagement with and support of the girls in their care. They ensure a holistic approach to our support—by equipping and resourcing parents and professionals we can improve the longevity of our impact. Our Training and Service Development Lead designs and develops our resources in partnership with the girls we support, and she also leads the delivery of our workshops for parents, carers and professionals.

Girl Voice - Our FAB participation work

We know that our work is most effective when our services are girl-shaped: our Flourish Advisory Board (FAB) underpins everything we do. These young former participants meet regularly in groups or on a one-to-one basis, to advise our staff and board on approach, service offer, and strategy, shaping the services we provide for girls like them. Girls grow in confidence when they see that their voices matter and drive change.

We want to improve awareness of girls' wellbeing within our wider community, so all girls feel heard, known, seen and supported through our wider influence. We are seeking to provide opportunities for more girls to self-advocate within the community, directly influencing the systems around them. One way we are already doing this is through our FAB girls, whom we give the opportunity to meet community leaders for roundtable discussions, write blogs, present podcasts, and do public speaking. Our Training and Service Development Lead leads our FAB work, supported by our Co-CEO for Services, but it involves all of our staff and volunteers who are delivering work directly with our beneficiaries.

"It's been really helpful. I know that I can make changes in the world by meeting up and chilling out with other girls who want to make a difference too." (FAB group participant)

Our Measures of Success

We measure outcomes over the year in order to report the impact our services have on our beneficiaries. To evaluate the success of our early intervention programmes we use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh Mental Wellbeing Scale. We also ask girls to use a 10-point scale to measure their satisfaction in certain areas of their lives and we also gather qualitative feedback from girls.

We gather feedback from parents/carers of beneficiaries, after they young person has received mentoring, and after they have attended our workshops themselves. We also gather and evaluate feedback from our volunteers, for example, when they attend training sessions.

We continually review our impact to ensure what we are doing is working to achieve our charitable purposes and the best outcomes for girls and our community. We also examine our evaluation methods and decide when they need to be adjusted for different age groups or girls with SEND for example.

This year, having reflected on learnings from last year, we introduced measures on 'Isolation' and 'Hopes and Aspirations' for our group mentoring programme to collect more specific outcomes data in these areas. We also amended our evaluation tools for our work

in Primary Schools to make them more appropriate and accessible for girls in those settings.

Our Volunteers

Core to our model is to mobilise and resource local women volunteers to support local girls, with the dream of providing this generation with women who champion them, who look like them and believe in them. Our volunteers deliver a huge amount of our one-to-one mentoring and accompany a staff team member to co-deliver our group mentoring. Our volunteers are supported by staff through robust training, regular supervision and high quality, relevant resources. We have had 20 volunteers actively mentoring during the year, as well as 2 wonderful admin volunteers supporting us in the office weekly. We estimate that our fantastic team (excluding trustees) provides us with approximately 2062 hours of volunteering and administrative support.

One of our volunteers summarises her experience with Flourish like this:

"From the start Flourish has been about valuing and building up others, an ethos that runs through everything they do - whether working with girls or in the office - and genuinely changes not just the people you are reaching out to but yourself as a volunteer."

OUR INCREDIBLE FLOURISH TEAM!



Achievements and Performance

Impact on beneficiaries

During 2024/5 we delivered **674** hours of one-to-one mentoring to **90** individual girls. This was a 20% increase in mentoring hours delivered compared to 23/24. We are delighted to report that:

- 93% of one-to-one mentees finished with improved wellbeing
- 78% finished with improved self-esteem
- 62% finished with improved body image
- 58% finished with greater satisfaction with friendships
- 58% finished feeling they were achieving more at school.

We delivered **225** hours of group mentoring through **33** group mentoring courses to **231** girls. Of these, 5 were delivered in the community from our new office space in the Sydney Community Centre. We found that:

- 86% of girls finished with improved self-esteem
- 78% of girls finished with improved well-being
- 79% of girls finished with more hopes and aspirations
- 68% of girls finished feeling less isolated.

Over the year, girls told us that mentoring helped them feel less alone, gave them tools to cope with challenges they face and gave them hope and confidence. Here's an example of story of change we have seen at Flourish:

Ria experienced anxiety at primary school. Despite counselling, she struggled and felt lonely. This continued in secondary school after an unkind comment further knocked her confidence. Attending our Flourish group mentoring course helped her to accept herself and grow in confidence.*

Ria's mum has also attended a Flourish parent workshop to help her understand self-esteem and how she can help her daughter, and Ria says she now feels confident that she can talk to her mum.

Now in Year 10, Ria wants her voice to be heard and to help other girls so that they don't feel alone like she did. She is part of our Flourish Advisory Board (FAB), helping to shape our organisation and services.

Qualitative feedback from One-to-One Mentoring:

"It has made me talk to people more, and I have become more confident. It has helped get my problems off my chest. It felt amazing having someone to talk to and listen to my issues and give me advice which has worked".

"The best thing about mentoring has been having someone who likes the same thing as me! I have learnt to like myself, to appreciate the little things, how to reduce my anxiety and also how to ask for help. I would recommend Flourish Mentoring to a friend because it is a safe place for all teenage girls."

"The best thing about mentoring has been finding my confidence again. I learnt that one bad day doesn't mean the rest of your life will be bad; to stand up for myself in different situations; to go out of my comfort zone."

"I know that I am equal to others; I have been dealing well with my problems and I've been feeling relaxed; I now have an idea about what I want to do in life."

Parents and carers who have referred girls also testify to the impact that Flourish mentoring has had on their young people:

"I just wanted to say thank you to you and the Flourish team for the course Flo went on. She was incredibly nervous going and so it was wonderful to see her finish each day with lots to tell me and with the positivity flowing from her. I think I can see a difference but the real test will be*

when she goes back to school but with all the tools given to her, I really think she will be in such a better position to be her usual confident happy self."

"Amaia absolutely loved being part of the group and I'm so glad places like you exist! It has helped her discover that there are people like her out there, girls that are struggling with figuring out how to thrive in their own world. It's been such a blessing and both of us are sad it's over."*

This year we saw more girls referred on for one-to-one mentoring after they had found a Group Mentoring course beneficial. The further sessions helped them to explore issues more personal to them and in more depth.

For another year, **100%** of parents/carers who have referred girls for Flourish mentoring would recommend it to a friend.

Qualitative feedback from Group Mentoring

"The best thing about the Flourish Course was connecting with other girls that have experienced similar things to me."

"The Flourish Course has helped me to become a more confident person. I have changed through the course from a self-conscious, judgemental person to a more confident, body-positive person."

"The Rebuild Course has helped me to realise how thoughts affect my feelings and actions."

"I liked making new friends, having creative freedom, and learning my self-worth. I've learnt how to deal with my emotions and how to love and value myself."

"The best thing about Flourish was getting closer to other girls, especially in different year groups. I liked learning about coping strategies for stress or feeling overwhelmed, and giving and receiving positive words and affirmations from the others."

Feedback we receive from community partners in schools and children's services has confirmed how mentoring is making a difference to girls,, for example:

"Thank you for all of the valuable work you have done with our students. Your work really is amazing and the impact you have had on students has been incredible. It has been a pleasure working with you lovely ladies over the years and thank you for all of your support. I will miss

you! Keep up with your amazing work, you make such a difference!!" Inclusion Manager at a Partner School.

"I know what brilliant work Flourish do because I've worked with girls who've been through Flourish and I've seen the difference it has made." Social Worker.

"They (Flourish End of Mentoring Reports) are so positive, and a real reflection of how your service strives to provide such outstanding support for young people". Targeted Support Officer.

"That's a relief, that's just made me realise you can work with girls we've not been able to get support for before. I didn't realise you did all that; I can think of so many girls I want to refer. Those are the girls who get lost". Head of School at a Partner School.

Driving a holistic approach with adults supporting young people

We delivered **5** workshops to parents/carers and professionals in a number of schools and community venues. This benefitted **228** adults and **115** girls with responsibility for supporting a young person, equipping them with advice and tools. Of those parents/carers and professionals who attended workshops:

- **92% felt better equipped to support their young people.**
- **85% felt more confident to support their young people.**

Attendees said that they found the following impactful:

"The handout and the fact that you could talk openly in the group."

"The discussion about re-framing thought patterns gave me a lot to think about."

"Made us think how we can further support our daughter."

"Useful insight into how teenagers perceive social media and screen time."

"Solid, evidence based statements; centred around cognitive theory. Top stuff."

Performance against our Aims and Objectives

We began the year with ambitious objectives and a passion to grow and expand our work whilst strengthening our funding base. Below is a brief summary of what we achieved and details on the impact we have made.

Service Delivery

We increased our beneficiary reach further from 279 last year to 321 girls for our one-to-one and group mentoring. Including our 43 beneficiaries from Flourish Jump Primary workshops, and 15 girls involved in ongoing Girl Voice (FAB) activities we supported **379 girls**. This was less than our intended target of 430, mainly due to staff capacity delivering fewer groups and Primary workshops.

We worked with 24 schools this year, 3 more than the previous year. We were pleased to develop new partnerships with schools in Stratford-upon-Avon, Alcester and Studley, delivering group and one-to-one mentoring in those settings. We are grateful for funding from Stratford Town Trust and Anthony Bourne to enable this delivery.

We deepened our relationship with existing school partners, flexing our services and adapting to their needs for example, in the way we take referrals. Our Head of Service, Nic, joined the team in January 2025 and was able to strengthen existing partnerships and develop new ones with local networks including DSL clusters in Kenilworth, Whitnash and Leamington and Area Inclusion Panels.

We were able to quickly support girls who were affected by the sudden death of a school staff member, providing trauma-informed care at 3 lunch-time drop-ins for 10 girls at a local school. This was thanks to ongoing funding from the Henry Smith Foundation. A trauma-informed culture of support has been embedded across the Flourish team thanks to the continued investment of Henry Smith over the last two years.

Primary Transition

We ran 1 assembly for all Key Stage 2 children in one local Primary School followed by 2 workshops for **43 girls** exploring self-esteem in creative ways and helping them to prepare

emotionally for the changes ahead as they moved up to secondary school. We found that of girls who participated:

- 86% understood a bit more about their self esteem
- 93% could identify their strengths and skills
- 86% felt a bit more confident in finding answers
- 86% could name and share their worries

Girls loved making their own booklets and said the best bits were: *"learning things to love about myself"*, *"learning that I am not alone"* and that it *"helps me not to be scared."*

Following our workshops in the summer term for girls in Year 6 to support them as they prepared for the transition to secondary school, we reviewed our learning and feedback and then undertook a specific piece of research, funded by the Inclusive Communities Fund grant we received, into the current PSHE curriculum for local Primary schools to investigate how emotional wellbeing is taught within this curriculum and how it is supported via internal systems and external agencies. We explored the best ways Flourish could support our partner schools and girls as they prepare for the next stage.

These findings have shaped our strategy for the future development of our Primary Services, combined with the views, advice and creative work done by our Girl Voice (FAB) team, described below.

Girl Voice

We developed a FAB (Girl Voice) approach and methodology for Flourish to help us grow and deepen our participation work with girls. This approach was trialled with a core FAB group of between 4 and 6 girls who met consistently through the year, supported by two of our staff. They decided together that they wanted to share their experiences of transition from Primary to Secondary school as they noted it was a key turning point for them and their mental health and wellbeing. The girls decided to create a Journal for girls in Year 6 where they shared their stories and offered ideas and advice, shaped through five key topics including friendships, screen time, emotions, and transitioning to secondary school.



Girls had several opportunities to meet and discuss their ideas and share their experiences of being a girl today with local community leaders. This was facilitated through roundtable meetings at our Sydni centre office at one evening generously hosted by Ashorne Hill conference centre.

The Journal will be printed and used as the basis for a revised Primary Jump Course delivered in local partner schools in the summer term of 2025. The girls who created the Journal will be involved in delivery and get to hear first hand what girls in Year 6 think of the resource.

The impact on the girls involved in this project has been significant in building their confidence, growing in them a sense of connection to their community and empowering them to believe they can make a difference in the lives of other girls.

"It's given me confidence to pursue bigger dreams for me and has made me feel a lot less nervous when making friends!"

"I feel like I now have another support network other than my friends at school."

I think the journal project is going to be amazing because I definitely would have liked something like this going into year 7 - the stories from us girls from FAB - what it will be like for

them. I like making a difference, it makes me happy knowing that I can make a difference and help people."

We are grateful for funding from Warwickshire Youth to support this project. We have not been successful in securing targeted funding for the long term for our Girl Voice work yet. However, with support from our multi-year grant givers BBC Children in Need and the Henry Smith Foundation, we have been able to run further Girl Voice activities across the year, including a further project groups of younger girls and some in the sixth form, as well as individual support for girls giving them opportunities to build skills in public speaking, connecting them with local women who have pursued a career in an area of interest to them and giving them opportunities to try new experiences and learn new skills. We are grateful to Motion House who ran a dance workshop for girls. We were privileged to have the support and involvement of a young person in 'Flourish Fest', a community fundraiser, and we provided a work experience placement.

In all we facilitated **27 activities for 40 girls**, of whom **15** were regularly engaged in participation with Flourish. This ongoing input has helped us to shape our services and strategy for next year as well as further update mentoring resources to be more relevant and accessible.

Girl Voice Survey

In November we surveyed all our past and current beneficiaries in our first longitudinal survey and were provided with rich and insightful data from the 65 girls who responded. When reflecting on the impact that Flourish mentoring has had on their lives:

- **86% of girls said that Flourish improved the confidence in how they felt about themselves.** *"It helped my confidence by me standing up for myself and not being afraid to ask or do something" "It was an inspiring course and helped me to develop motivation and self - confidence after struggling for a while."*
- **71% still use Flourish tools such as their journal, self-esteem jar and mirrors.** *"I use my coping tools when I am feeling low." "I use them (journals) to write down my worries." "I have looked over the resources when I was struggling with GCSEs (2 years after mentoring)"*

- 95% of girls found it helpful to have support that was just for girls.

It was encouraging to know that girls still valued the support they had received months and years later. We have received similar stories from our volunteers, for example one mentor shared: *"I was at Leamington station the other day and a mentee [from more than 2 years ago] came up to me to say thank you for the difference Flourish had made in her life!"*

Girls also told us about their experiences which have shaped our thinking for our work and future plans at Flourish.

- 59% of girls said that Years 8 & 9 was where they needed the most support with their confidence and how they felt about themselves.
- 52% of girls said that Year 7 was where they needed the most support with their confidence and how they felt about themselves. *"Transition through from primary to secondary was scary and it was hard so support would be useful so you can share any problems."*
- 66% would turn to a parent/carer for support when they are finding things tough and 65% would turn to a friend. Sadly, 14% said they wouldn't go to anyone.
- Only 43% of girls agreed or strongly agreed that they could be themselves around others.
- Girls' top three worries were friendships (57%), what other people think of me (55%) and exams (42%)
- 42% worried about school most often and for 37% it was appearance / looks.
- 54% of girls said they had been treated differently because they were a girl. Themes emerging that there was discrimination in sport and girls were stereotyped or belittled because of what it was perceived that they could or could not do *"teachers would often say that they needed a boy to lift up things such as tables and chairs."*
- Girls mentioned that they experienced this treatment from boys and teachers within school *"everyday misogyny that is just accepted in the environment."*

Our plan is to review these themes and the rich qualitative data with our FAB/Girl Voice groups to determine the next steps for Flourish and how this might be used to inform and effect change more widely in our community.

Organisational Development

This year we moved into our new office space at the Sydni Centre in Sydenham which has provided us a much more welcoming and fit-for-purpose environment for our team to work within and to host volunteering events, supervision and mentoring sessions for girls in the community. We have also welcomed parents and carers to provide workshops at this venue. We have developed a good working relationship and collaboration with the Sydni centre staff.

Our staff team grew through the recruitment of an in-house fundraising manager, with the aim of them fundraising across our income streams whilst being fully embedded in our team. We also recruited two more Project Workers and later in the year a Head of Service. We developed our organisational structure to create a senior leadership team for our growing staff, with a clearly defined split of roles (Service and Business) for our Co-CEOs, supported by a Head of Service, Head of Business and Finance and Head of Training and Girl Voice. The aim of the latter is to keep Girl Voice high on our agenda, and to focus on developing resources and training for income generation in the future. This change will be fully implemented by April 2024.

We have developed and implemented KPIs for our two teams and individual staff team members.

We have postponed plans for now to develop our marketing and brand awareness, and refresh our website, but we started work with training consultants Equipt, experienced in charity leadership, who are supporting us with marketing and strategy planning.

Having embarked upon a plan to introduce Flourish's first CRM and selected a preferred software platform, we were successful in securing a two year grant award from The Fore to fund this transformation. We identified a consultant partner and have over the year successfully built a platform on Beacon CRM that works for Flourish to manage and interrogate its fundraising, payment and service delivery data. This has helped us deliver more targeted mailing campaigns, track the success of our grant applications work, identify

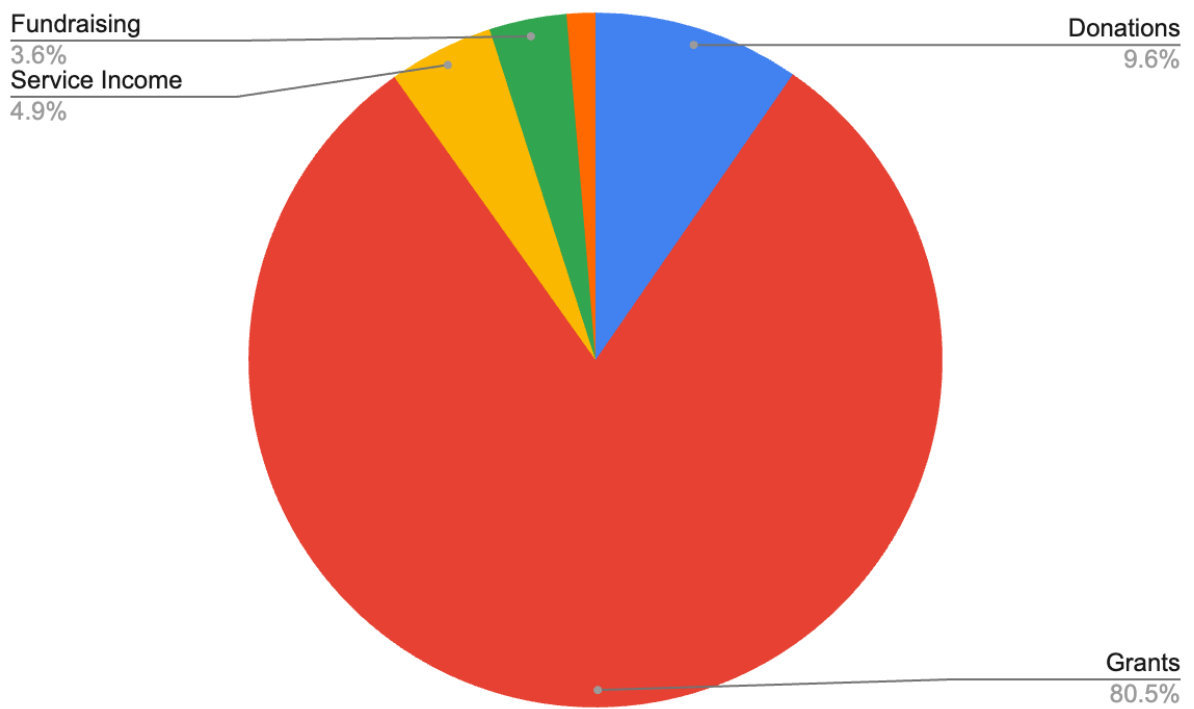
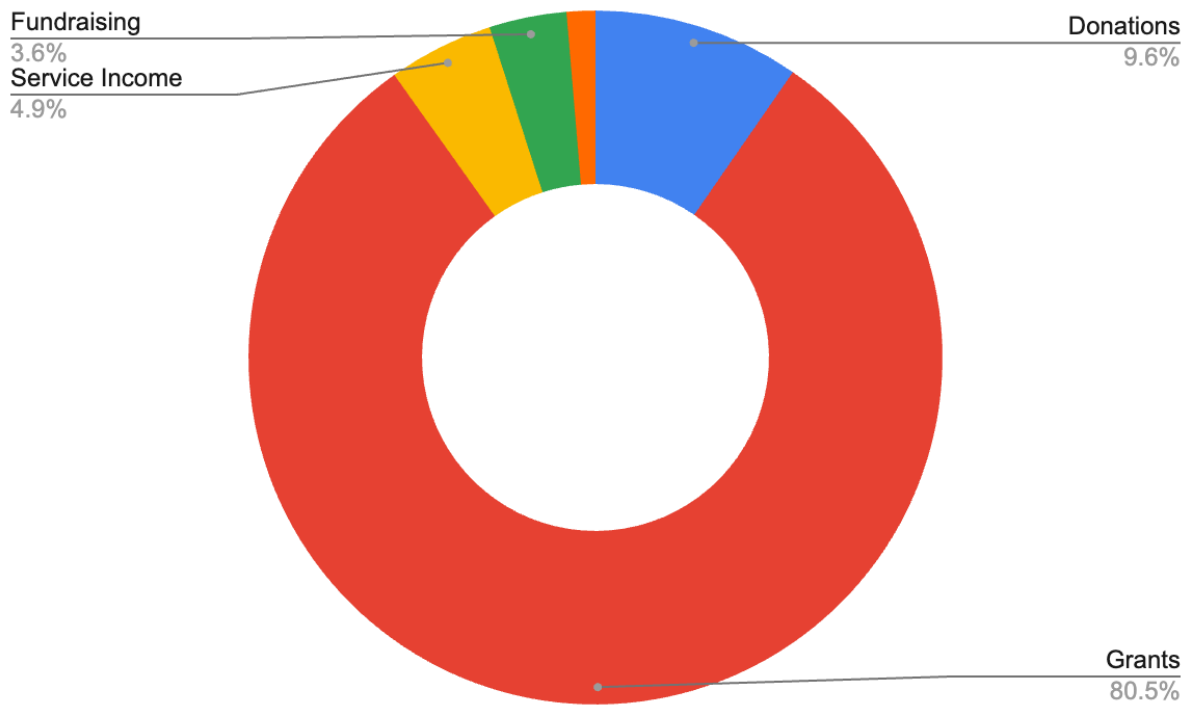
and communicate more effectively with our donors, and more easily arrange and take donations from fundraising and training events. We have also streamlined the way we capture and manage data on our volunteer team, and view our KPI performance against targets on dashboards - all leading to improved efficiencies and better data protection. This work has been primarily conducted by our Fundraising Manager and Head of Business and Finance, with plans to migrate our case management and outcomes data and processes onto Beacon in year 2 of this project.

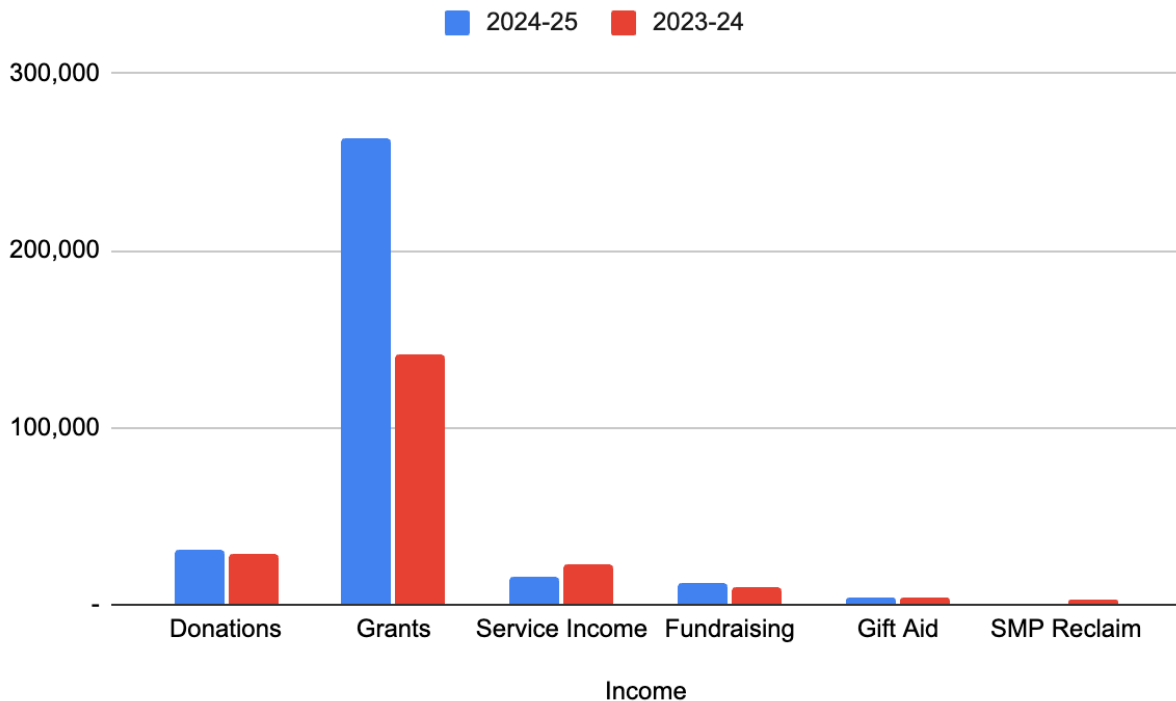
Financial Review

Income

This year we continued to activate our three-year (2023-6) fundraising strategy aiming to develop and diversify our income streams. Our ambition was to increase our unrestricted income overall and reduce the proportion of income from grants. We hoped to secure more large unrestricted grants and multi-year if possible and began the year with an ambitious budget, but building on our established relationships and previous successes in fundraising.

In summary, Flourish received £326,864 this year which was a growth of 55% which enabled us to grow our staff team and impact more beneficiaries. Most of this growth in income was driven by grants from trusts and foundations (80% of income this year), and other income streams saw modest increases. We did however secure a greater proportion of grant income that was unrestricted, including our first unrestricted grant from Garfield Weston, for which we are very grateful. We are also extremely grateful to The Fore Trust for awarding us with a multi-year unrestricted grant. We were delighted to be awarded a grant of £70,055 from the Inclusive Community Fund which enabled us to hire two Project Workers and conduct our Girls' Voice Survey and research project into Primary Transition. Overall we received funds from 25 trusts and foundations, and are deeply grateful for ongoing relationships with many funders who have supported us faithfully for up to six years as Flourish has grown.





We grew our donor base significantly through targeted campaigns, such as the Big Give, and gained more regular donors (increased from 24 to 27). This growth was facilitated by our new CRM and the dedication of our Fundraising Manager. All the team of wonderful staff and volunteers continued to be involved in community fundraising this year, and we organised Christmas wreath-making, Stir-Up Sunday events, partnered with Leamington Round Table on Santa's Sleigh, an online raffle during our 'Flourish February' campaign and a day-long festival-style event Flourish Fest in June. We were also supported through a sponsored bike ride and a sky dive by one of our staff team!

We are grateful for gifts from our partner churches, including one new church donor. Several have made multi-year commitments to fund Flourish, and we also benefit from incredible volunteers from our local churches as well as prayer and financial gifts from individuals.

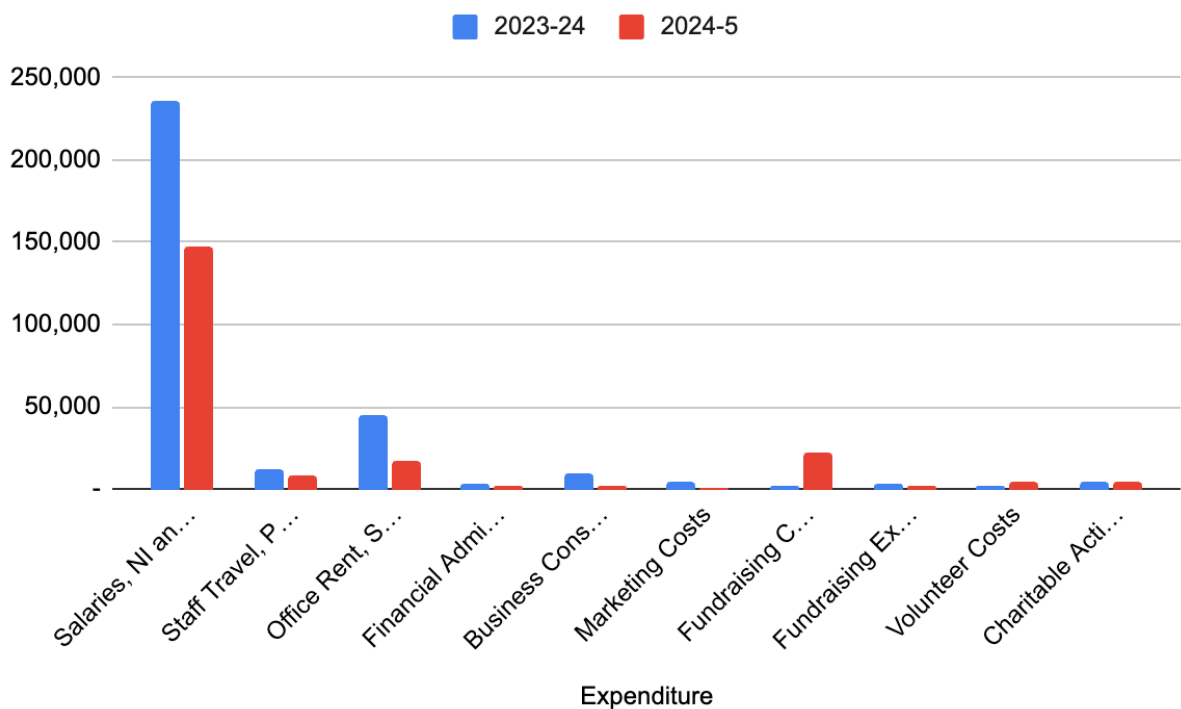
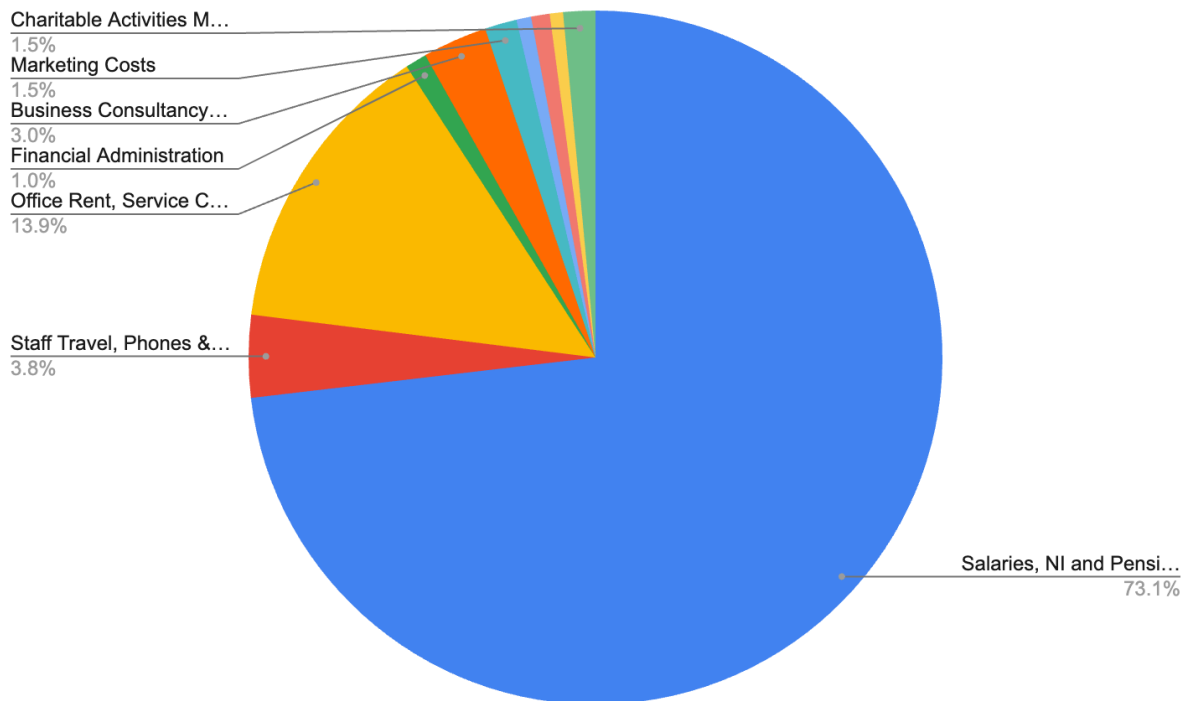
Our service income reduced by 30% compared to last year, which was primarily driven through the loss of two key partner schools who needed to make cuts to their well-being budget. Voluntary contributions from parents and carers also reduced. We are conducting a review of our pricing for schools, which we plan to increase modestly, whilst still keeping

it around 10% of the overall cost of mentoring. We will also invite parents and carers to contribute financially towards the cost of our community-based group mentoring courses. We plan to develop a new earned income stream by monetising our services and resources, including the Primary Journal and online training resources, to help build our unrestricted income and shore us up for the future.

We developed a new corporate partnership with the Telegraph Cup, and continued a partnership with IM Properties. Our Co-CEO was a guest speaker at their International Women's Day event. We continue to be very grateful for the faithful support of our corporate donor UK Sedation.

Expenditure

In the pursuit of the vision set out above and our charitable aims and objectives, Flourish has expended **£322,637** this year which represented a 72% growth). The costs of salaries for our staff made up the majority of our expenditure (73%) and our average FTE of our staff team was 8.4, compared to 5.5 last year. Our new office and delivery space has provided a welcoming and fit-for-purpose area for staff, volunteers and girls, and has led to a necessary three-fold increase in office overheads. We invested £28,740 (9% of income) in fundraising for our charitable activities, although this does not include a significant proportion of time invested by our Co-CEO and Head of Business and Finance.



We continued to benefit from gifts in kind from corporate partners who donated IT equipment (Wealth Wizards), office furniture and equipment (NFU Mutual), the provision of

training and development for team (Akanbi Consulting), strategy development training and consultancy (Equipt), venue and hospitality services for beneficiaries (Ashorne Hill), legal services (Gowling WLG) and charity accounting support (Lucy Hatton). The generosity of these individuals and organisations enabled us to spend more of our funds on service delivery and less on core costs, and we are incredibly grateful.

Reserves

We ended the year with £82,580 in unrestricted reserves and carried over £8,632 restricted funds for expenditure in 2025/26 having expended the vast majority of our restricted funds in the year. Our policy is to hold four months' reserves, which would enable us to complete any programmes started with our beneficiaries, and as we enter our next financial year with increased expenditure planned we aim to build our reserves to be in line with this policy.

Review of Risks

The Trustees and co-CEOs hold a risk register which is regularly reviewed and steps taken to mitigate risks. Appropriate insurance has been obtained including for public and employer's liability.

A summary of some key risks and plans to remove them or reduce their impact:

- Funding shortages affect our ability to continue to deliver our activities: we have reserves in place and a comprehensive fundraising strategy and plan in place involving staff and volunteers. We have introduced more stringent budgetary review and forecasting processes and conducted a financial SWOT to identify current risks and opportunities.
- Staff / volunteer turnover or absence means we have to limit our delivery of services: we recruit volunteers annually and seek to engage and motivate them by providing high quality training and support, and a network of fellow volunteers. The Co-CEOs focus on staff wellbeing and development as well as providing generous holiday entitlement and a TOIL policy for our dedicated team. We provide regular team development opportunities and regular supervision as well as an optional wellbeing day of leave in our new staff contracts.
- Staff/volunteers are working one-to-one with children in school and community settings and may not act appropriately or manage potential disclosures effectively: we have a comprehensive safeguarding policy and procedures in place and deliver

regular training (in-house and via the NSPCC and local authority) and supervision. Risk assessments are carried out and shared for team members who are working with children in various settings.

- Sensitive personal information is handled inappropriately or leaked: we have policies and procedures in place for handling data securely and safely, and have taken out cyber insurance and seek advice regularly from our outsourced IT provider.

Flourish has a comprehensive suite of policies for staff and volunteers which are regularly reviewed and updated by trustees, staff and HR professionals. These include a comprehensive Safeguarding Policy, Staff and Volunteer Code of Conduct, Diversity, Equality and Inclusion Policy, Lone Working Policy, Whistleblowing Policy, Bullying and Harassment Policy and a Financial Management Policy. We reviewed our Sickness Policy and Procedures, Anti-Bribery and Refusal and Acceptance of Gifts Policy, and harmonised our Statements of Terms and Conditions this year and introduced new policies for Leave, Take a Break, Eye Health and Driving.

Plans for the Future

At Flourish this year, we have further refined our focus and expertise recognising the wealth of experience and insights we've gained supporting and listening to girls over the last 9 years. We continue to deliver our 'best in class' services locally and begin to share our learning and resources more widely. Our motivation, mission and drive remains the same: for girls aged 10-18 to be supported early, have access to girl-shaped services, feel confident and resilient and have their voices amplified. Our ultimate aim is to be the go-to centre of excellence for girls locally and nationally by 2028, and with a revenue target of £450,000 by then. Over the next year our plans are to:

Best in class locally, Sharing learning and resources nationally.

Our ultimate aim is to be the go-to centre of excellence for girls locally and nationally by 2028, and with a revenue target of £450,000 by then.

Service Delivery

'Best in class' local services offer through geographic growth, expanded referral channels and new girl-shaped service::

- Head of Service
- Focus on Quality
- Trauma Informed
- Stratford area/s

Beneficiaries for 25/26

Group mentoring- 36 courses - 252 girls

121 mentoring- 105

23 volunteer mentors

Journal Course - 6 courses - 48 girls

Parent workshops - 6 workshop

Direct work with parents - 15 parents

Professional Workshops - 10 workshops

FAB 5 groups - 25 girls

Girl Voice

Sharing our learning nationally by amplifying girl's voices

- 5 'Girl voice' FAB teams. Each with individual focus
- Primary Journal
- Survey- so what?
- Parents - closing the circle
- Resources- Hub.
- Workshops informed by our girls
- Helen's role

Organisational Development

- SLT team
- KPI- individual- teams- whole team
- Systems- CRM. 2nd stage
- People Structure- management
- Marketing/ Comms strategy. Big Focus here.
- Website review
- Identity- who we are.

- Recruitment targeted at 'on the ground'
- Review and strengthen monitoring and evaluation models
- Scope the national sector for girls - Co-CEO
- Grow our Trustee board
- Patrons?

Finance and Fundraising

- Building unrestricted reserves.
- Reviewing reserves policy
- Longer term view on budget models
- Reviewing financial reporting
- Developing financial management understanding?
- Focus on core funding
- Build donor base and improve stewardship of existing donors
- Large multi-year grants. Seeing end of some of our multi years and looking to extend beyond initial 3 years.
- Develop products and services to help grow earned income.
- Building relationships with business and corporate partners.

Structure, governance and management

Flourish is a CIO governed by constitution which was last amended on 22nd April 2016. The Trustees are responsible for charity governance. The setting of the charity strategy as well as day-to-day management of the charity is delegated to the Senior Management Team.

New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with two Flourish trustees or a trustee and a co-CEO, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a trustee based upon the voting of existing trustees. We were delighted to welcome Leila Clare to our Trustee Board as our Chair of Trustees, who was initially recruited as a volunteer

mentor, and brings a wealth of commercial experience from the private sector and a passion for supporting girls and women locally.

We induct new trustees using our Trustee Handbook and through arranging meetings with other Board members and the co-CEOs.

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address and registered office	Flourish, Sydni Centre, Cottage Square, Sydenham, Leamington Spa, CV31 1PT

Names of the charity trustees who manage the charity

	Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Ms Leila Clare	Chair(step down may '25)		
2	Mrs Charlotte Lockyer			
3	Mrs Jennifer Stewart			
4	Mrs Lucy Clarke			
5	Mrs Johanna Cox (was			

	Faherty)			
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Senior Management Team

Charlotte Bevan	Founder and Co-CEO (part-time)
Jenny Dean	Co-CEO (part-time)
Caroline Boyd	Head of Business and Finance (part-time)
Nic Major-Gebbels <i>from January 2025</i>	Head of Services (part-time)

Staff Team (employed)

Helen Laycock	Training and Service Development Lead
Sarah Klein	Group Delivery Lead
Ruth Smith <i>until December 2024</i>	Specialist Trauma-Informed Delivery Lead (part-time)
Anna Bird	Mentoring Coordinator (part-time)
Emma Worthington	Admin and Finance Officer (part-time)
Minnie French <i>from July 2024</i>	Project Worker, then Senior Project Worker December 2024
Kate Beckingsale <i>from July 2024</i>	Project Worker
Fiona Chan-Cary	Fundraising Manager

Accountants	Duo Accountants (Jennifer Gates), 9 Lakin Drive, Bishop's Itchington, Southam, CV47 2TE
Bank	Nat West, Royal Priors, 59 Parade, Leamington Spa CV32 4ZX

Independent examiner's report to the Trustees of You Can Flourish (Charity no 1166721)

I report to the trustees on my examination of the accounts of You Can Flourish for the year ended 31st March 2025.

Responsibilities and basis of report

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

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signature:

Jennifer Gates

Date:

22/01/2026

**Jennifer Gates ACA
Duo Accountants Ltd
7 Bell Yard
London
WC2A 2JR**

Statement of Financial Activities

Annual Accounts for the Period ending 31st March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Income					
Donations		31,481	-	31,481	28,959
Grants	2	70,817	192,378	263,195	141,659
Service Income	3	16,043	-	16,043	23,251
Fundraising		11,778	-	11,778	10,485
Gift Aid		4,367	-	4,367	4,104
SMP Reclaim		-	-	-	3,372
Total income		134,486	192,378	326,864	211,829
Expenditure					
Salaries, NI and Pension Costs	4	84,060	151,913	235,973	147,591
Staff Travel, Phones & Training Costs		1,852	10,522	12,374	7,711
Office Rent, Service Charge, Insurance and Admin	5	15,301	29,428	44,729	16,867
Financial Administration		879	2,340	3,219	1,908
Business Consultancy & Charity Development	6	7,710	2,000	9,710	1,628
Marketing Costs		132	4,685	4,817	1,150
Fundraising Consultancy	7	2,205	-	2,205	22,278
Fundraising Expenditure		1,047	1,750	2,797	1,424
Volunteer Costs	8	205	1,788	1,994	4,057
Charitable Activities Material Costs		175	4,645	4,820	4,002
Total Expenditure		113,566	209,071	322,637	208,617
Net Income/(Expenditure)		20,920	(16,694)	4,227	3,212
Net Movement in Funds		20,920	(16,694)	4,227	3,212
Reconciliation of funds:					
Total funds brought forward		61,660	25,325	86,985	83,773
Total funds carried forward		82,580	8,632	91,212	86,985

Balance Sheet

As at 31st March 2025

	Notes	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Non Current Assets					
Grants receivable in over one year	10	-	20,000	20,000	93,400
Total Non Current Assets		-	20,000	20,000	93,400
Current Assets					
Cash at bank & in hand		96,269	-	96,269	87,200
Grants receivable within a year	10	-	73,400	73,400	69,510
Debtors		435	-	435	886
Prepayments		1,098	-	1,098	-
Total Current Assets		97,801	73,400	171,201	157,596
Current Liabilities					
Creditors: amounts falling due within one year		(6,590)	-	(6,590)	(1,101)
Deferred Grant Income due within one year	10	-	(73,400)	(73,400)	(69,510)
Total Current Liabilities		(6,590)	(73,400)	(79,990)	(70,611)
Net Current Assets		91,212	-	91,212	86,985
Total Assets less Current Liabilities		91,212	20,000	111,212	180,385
Creditors: amounts falling due after one year					
Deferred Grant Income due after one year	10	-	(20,000)	(20,000)	(93,400)
Total Non Current Liabilities		-	(20,000)	(20,000)	(93,400)
Total Net Assets		91,212	-	91,212	86,985
Funds and reserves					
Restricted Funds	11	-	8,632	8,632	25,325
Designated Funds	9	4,000	-	4,000	-
Unrestricted Funds		78,580	-	78,580	61,660
Total Funds		82,580	8,632	91,212	86,985

The financial statements were approved by the Trustees of You Can Flourish - Charity Number 1166721 and signed on it's behalf by Johanna Cox and Charlotte Lockyer.

Signature


Johanna Cox (Jan 22, 2026 15:19:06 GMT)

Date

22/01/2026

Signature


Charlotte Lockyer (Jan 27, 2026 16:14:30 GMT)

Date

27/01/2026

Notes to the Financial Statements

1. Principle Accounting Policies

1.1 Basis of Accounting

These financial statements have been prepared for the year to 31st March 2025 with comparative information provided in respect to the year to 31st March 2024. The financial statements have been prepared under the historical cost convention and in compliance with the Charities Act 2011 and the Charities Statement of Recommended Practice (FRS102).

1.2 Going Concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Income Recognition

Income is recognised in the period in which the charity has entitlement to receipt, the amount can be measured reliably and it is probable that the funds will be received. Donations and grants are recognised when the funds are received.

1.4 Expenditure Recognition

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.

1.5 Fund Accounting

Unrestricted funds represent the balance of income from all sources, other than restricted funds, after the deduction of expenditure. Unrestricted funds are available for use at the discretion of the trustees in furtherance of the objectives of the charity.

Restricted funds are those where the donor has specified the use of their donation by the charity. These funds have been given for particular purposes and projects. Restricted fund income is recognised upon receipt when there is a reasonable expectation that the charity will meet the performance related conditions as specified in the funding agreement.

1.6 Taxation

You Can Flourish is registered as a charity with the Charity Commission. On the basis that income is from charitable activities and is applied for charitable purposes, no provision has been made for corporation tax.

2. Grant Income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Unrestricted Grants				
The FORE	20,567	-	20,567	-
Garfield Weston	20,000	-	20,000	-
Society of the Holy Child Jesus	10,000	-	10,000	-
29th May 1961 Charity	6,000	-	6,000	-
Warwickshire Police Community Fund	6,000	-	6,000	4,000
Trusted Executive Charitable Foundation	5,000	-	5,000	5,000
Miscellaneous Grants under £5k	3,250	-	3,250	11,900
Total Unrestricted Grant Income	70,817	-	70,817	20,900

Restricted Grants				
Inclusive Communities Fund	-	70,055	70,055	-
BBC Children In Need	-	36,110	36,110	19,689
Henry Smith Charity	-	33,400	33,400	33,900
King Henry VIII Endowed Trust	-	15,000	15,000	14,000
Stratford Town Trust	-	10,138	10,138	-
Newfield Trust	-	6,200	6,200	5,000
Warwickshire Public Health Charity	-	5,000	5,000	-
Comic Relief	-	-	-	9,000
Charles Hayward	-	-	-	7,000
Project Spark	-	-	-	5,000
Warwickshire County Council Youth Fund	-	-	-	5,000
Miscellaneous Grants Under £5k	-	16,475	16,475	22,169
Total Restricted Grant Income	-	192,378	192,378	120,759

Total Grant Income	70,817	192,378	263,195	141,659
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3. Service Income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Service Income				
Services 1:1 Mentoring	7,468		7,468	10,371
Services Group Mentoring - Secondary	8,350		8,350	12,300
Services Primary Group Mentoring (Journal courses)	75		75	80
Services Workshops - Parents and Professionals	150		150	500
Total Service Income	16,043	-	16,043	23,251

4. Salaries, NI and Pension Costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Salaries, NI and Pension Costs				
Salaries, NI and Pension Costs	84,060	151,913	235,973	147,591
Total Salaries, NI and Pension Costs	84,060	151,913	235,973	147,591

Average number of employees increased due to the recruitment of four new roles in 2024 25.

No employee received benefits in excess of £60,000.

No Charity Trustee were paid or received any other benefits from the Charity.

The average number of employees (Full Time Equivalent) was 8.4 for 2024 25 versus 5.5 for 2023 24.

5. Office Rent, Service Charge, Insurance and Admin

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Office Rent, Service Charge, Insurance and Admin				
Office Rent, Service Charge and Misc Overheads	10,925	24,805	35,730	12,315
IT Software and Consumables	3,430	2,370	5,801	782
Insurance, Stationery and Equipment	945	2,253	3,199	3,771
Total Office Rent, Service Charge, Insurance and Admin	15,301	29,428	44,729	16,867

Increased rent and service charge costs from April 2024 after relocation to new, larger office and delivery space.

Increased software costs due to the start of a new CRM Platform project from June 2024.

6. Business Consultancy & Charity Development

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Business Consultancy & Charity Development				
Business Consultancy	48	1,000	1,048	135
Charity Development	386	1,000	1,386	1,493
Recruitment Consultancy	3,276	0	3,276	0
CRM Consultancy	4,000	0	4,000	0
Total Business Consultancy & Charity Development	7,710	2,000	9,710	1,628

7. Fundraising Consultancy

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Fundraising Consultancy				
Fundraising Consultancy	2,205	0	2,205	22,278
Total Fundraising Consultancy	2,205	-	2,205	22,278

Fundraising consultancy costs reduced in 2024 25 due to the recruitment of an in house fundraising employee.

8. Volunteer Costs

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Volunteer Costs				
Volunteer Expenses	205	530	735	293
Volunteer Costs	0	1,258	1,258	3,764
Total Volunteer Costs	205	1,788	1,994	4,057

Average number of volunteers has remained consistent. Additional external training provided in 2023.

9. Funds and Reserves - Designated Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Designated Funds - Received and Yet to Spend				
The FORE	4,000	-	4,000	-
Total Restricted Grant Income	4,000	-	4,000	-

10. Multi-Year Restricted Grants Receivable

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Grants receivable in over one year				
BBC Children In Need		20,000	20,000	60,000
Henry Smith Charity		-	-	33,400
Total Unrestricted Grant Income	-	20,000	20,000	93,400
Grants receivable within a year				
BBC Children In Need		40,000	40,000	36,110
Henry Smith Charity		33,400	33,400	33,400
Total Restricted Grant Income	-	73,400	73,400	69,510
Total Grant Income	-	93,400	93,400	162,910

	Funds Received		Funds Awarded and Anticipated		Total Restricted Grant Awarded
	2023 24 £	2024 25 £	2025 26 £	2026 27 £	
Multi-Year Grants Awarded					
BBC Children In Need	19,689	36,110	40,000	20,000	115,799
Henry Smith Charity	33,900	33,400	33,400	-	100,700
Total Multi-Year Grants Awarded	53,589	69,510	73,400	20,000	216,499

11. Funds and Reserves - Restricted Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 25 £	Total Funds 2023 24 £
Restricted Grants - Received and Yet to Spend				
BBC Children In Need	-	3,333	3,333	981
Henry Smith Charity	-	1,616	1,616	2,154
Newfield Trust	-	2,325	2,325	
Charles Hayward	-		-	6,650
Allen Lane	-	-	-	3,936
Warwickshire County Council Youth Fund	-		-	5,000
Anthony Bourne	-	-	-	2,800
Miscellaneous Grants Under £5k	-	1,357	1,357	3,804
Total Restricted Grant Income	-	8,632	8,632	25,325

YOU CAN FLOURISH

England & Wales - Charity number 1166721

Accounts

flourish

23/24 Annual Report

You Can Flourish (Flourish)

Trustees' Annual Report and Financial Statements

Year Ended 31st March 2024

Registered Charity Number: 1166721

A Charitable Incorporated Organisation



Chair's Introduction

At Flourish, we witness daily the resilience of girls living in a world that often feels so challenging to navigate. This past year, Flourish girls' stories have both challenged and inspired us to do even more.

The numbers are striking: referrals for 1:1 mentoring increased by 18%, while 82% of the girls we support continue to struggle with low self-esteem. Yet, behind these statistics we see and hear young people who remain determined to find their confidence! We, as a Team, are incredibly proud of how Flourish has grown to meet these pressing needs during 2023/4.

This past year alone, Flourish delivered over 560 hours of 1:1 mentoring and 224 hours of group mentoring to C.280 girls - impressively increasing our reach compared to last year. These achievements highlight the tireless efforts of our team and volunteers, who have contributed in excess of 2,800 hours to ensure girls feel seen, supported, and enabled!

Starting as a mentor myself, I have experienced first-hand the transformative power of Flourish's trauma-informed approach, the value of the organisation's *exceptional* training, and the impact of a supportive network of *active*, local women.

Naturally, with growth comes greater challenges. The needs of the girls we support are increasingly complex, with rising numbers experiencing anxiety, parental separation, and various trauma. However, as one of our mentees recently shared:

"Flourish helped me feel less alone and more like myself again"...this sentiment encourages us that Flourish can, and *is*, helping to cut *through* the structural barriers young people are facing today!

Therefore, encouraged, we look to the future, ambitious in our plans, and next year, we aim to expand our reach to 430 girls, to deepen our partnerships with schools and communities, and to launch new services tailored to girls at critical transition points, such as the move to Secondary School.

I continue to be so impressed that Flourish prioritises girls being *authentically* at the very centre of this organisation, and through our Flourish Advisory Board (FAB), we listen to

girls and empower *them* to shape our services, advocating for themselves, and influencing the systems around them.

As I reflect on my first year as Chair, I am filled with appreciation and respect for our dedicated leaders and staff team, inspiring and generous volunteers, funders, and of course, the incredible girls we serve. Together, we have achieved so much, and this coming year is already looking more progressive and exciting than ever!

Leila Clare - on behalf of Flourish Trustee Team

1. Objectives and Activities

Flourish's purposes as set out in our constitution are:

- To promote and protect the good health and wellbeing of young women and girls in particular but not exclusively in Warwickshire and the surrounding areas through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving their self-esteem, relationships, and resilience; and increasing their active participation in their communities. To advance the Christian faith in accordance with the statement of faith.¹

Why we exist

We believe that every girl should have the opportunity to feel confident, good enough and capable, in short to **flourish**. Nationally, the picture for girls is bleak: 89% of girls and young women aged 7–21 feel generally worried or anxious (Girl Guides, 2023), girls are the unhappiest they have ever been, they are significantly less happy with their lives than boys, and the gap is growing (The Good Childhood Report, 2024).

In Warwickshire, girls continue to face challenges in achieving their academic potential, face fewer years in good health and feel less safe at night compared to the best areas in the UK (Plan International UK, 2024).

At Flourish, we continue to see increasing numbers of girls who feel lonely, worried, sad or stressed. Our referrals for 1:1 mentoring increased by 18% during this year, and we have had growing demand from more schools for group mentoring support as well as support for parents and carers. Girls referred to us are struggling with low self-esteem (82%) and confidence (67%), anxiety (59%), managing their emotions and friendship issues (41% and 40% respectively). Amy*'s experience is typical:

"I'm really struggling with my confidence and poor body image. I get really worried and anxious about things every day and struggle to attend school. I would really like help with these things before I go to college." Referral, 2024

¹ The trustees and co-CEOs have reviewed and requested to remove the aim of 'advancing the Christian faith in accordance with the statement of faith' as this isn't currently an accurate reflection of our activities. Flourish remains motivated by the Christian faith.

Girls also tell us that they experience different treatment to boys in their schools and communities, telling us that when seeking support from others, they are called 'dramatic', 'silly' and 'hormonal' and they believe this isn't an experience that boys have.

Our Vision

Our ambition is for all girls to be supported early, feel confident, be empowered and equipped to take on life's challenges. We want all girls to have access to girl-shaped services, to have their voices amplified and mobilised to improve the experiences of girls like them - creating a culture where girls can truly flourish.

Our Mission

We are girl-focused specialists, we believe that girls are the experts, creating services that are girl-shaped, ensuring girls are supported early. We know that our work is most effective when our services are girl-shaped, and girls grow in confidence when they see that their voices matter and drive change. We do this by supporting the self-esteem and wellbeing of girls through 1-2-1 and group mentoring, successfully delivered by local women to local girls aged 10-18 in Warwickshire. We specialise in early intervention, preventing issues from escalating. We're here to listen, understand and support this generation of girls, providing a safe space for them to talk, share their concerns and explore their challenges and goals using creative techniques. We do this so girls can recognise their self-worth, live to their full potential, and get to where they want to be.

Our Strategic Aims and Objectives

Flourish has set strategic objectives for 2023-26 under four key areas:

1. **Centre for Excellence** - to build our reputation as the specialists in girls' self-esteem and wellbeing, continue to impact our beneficiaries now and in the future, be an employer of choice.
2. **Funding and Stability** - build a diverse income funding plan, create a dedicated funding resource/people, upgrade our systems, deliver excellent stewardship.
3. **Depth** - effective systems and processes, growing partnerships, review and build our business plan, excellence in governance, develop our people plan.
4. **Development** - grow and embed FAB Youth Voice, build our networks, develop membership/monetising our resources, grow beneficiary reach, improve our own office space.

More specifically for this year our aims were to:

- Extend Flourish services to reach more vulnerable girls across our community. This includes new services to meet girls' evolving needs (i.e. reaching girls who are out of education/employment; on NHS waiting lists; transitioning from primary to secondary/secondary to employment);
- Grow multi-year funding relationships with a range of funders (companies, regular givers, companies, grant makers and individuals).
- Develop new training products for Professional, Parents and Community Partners to improve outcomes of young people in the wider community.
- Develop referral channels to accept more girls through self-referrals, GP services, social workers, youth networks and extend mentoring contracts with new schools and community spaces.
- Embed young voices across our organisation and provide opportunities for more girls to raise their voices, and advocate for themselves within the community.
- Drive the mobilisation of many more inspiring local women from all backgrounds, to support local girls as volunteers and supporting the development of a sustainable model of delivery.
- Consult

Our Activities and Services

The trustees have considered the Charity Commission guidance on public benefit as we have planned and reviewed our activities. We carry out our charity's purposes through the provision of services to improve the self-esteem, wellbeing and self-confidence of girls aged 10-18 in our community.

The aim of all our services is to enable girls to feel heard, known, seen and supported. We provide early intervention programmes, workshops and resources and participation work for girls through our FAB (Flourish Advisory Board).

- **Early Intervention Programmes**

"My anxiety has gone from a ten to a three and it has helped me cope with my anxiety and panic attacks." Mentee, 2024.

Our programmes are delivered by our staff and award-winning volunteers to girls aged 10-18 in schools and community settings. Through early intervention, we support girls

at their point of need, preventing issues from escalating. As one girl recently shared, 'Through this course I learnt that being yourself is the best thing you can be.'

Flourish 1:1 Mentoring creates a safe space in which we work with girls towards building self-esteem, nurturing emotional resilience and building a toolkit for life. It comprises 12 weekly hour-long sessions at school or another suitable place. Our mentoring follows a structured programme and takes a girl-led approach. This leads to our programme being personalised to each mentee, with the mentor drawing on a variety of skills as a coach, listener, facilitator, critical friend and relatable role model. We find this approach to be effective, relevant and long-lasting, seeing significant improvement in self-esteem and wellbeing. Our 1:1 mentoring is coordinated by our Mentoring Coordinator, and delivered by two members of staff (our Training and Service Development Lead and our Specialist Trauma-Informed Delivery Lead) and up to 19 volunteer mentors.

The Flourish Course is our flagship group mentoring programme. Across 8 weekly sessions, we cover topics ranging from friendships and discovering worth to managing emotions and positive self-talk. Each session includes games, crafts, discussion, and creative journaling to help girls build self-esteem and mental wellbeing, advocate for themselves, and create a supportive peer community.

Flourish Rebuild is a group mentoring course consisting of 8 weekly sessions around understanding emotions and building emotional resilience. These sessions offer the ideal safe space for girls to explore and identify emotions together as a supportive peer community and to create a physical and mental 'toolbox' of coping mechanisms to help them thrive long after the course has ended. Both the Flourish course and Flourish Rebuild are delivered by our Group Delivery Lead along with one or more volunteer mentors for each programme.

- **Workshops and Resources**

We offer parents, carers, and school staff the opportunity to attend our popular workshops. Our FAB girls (see below) have designed the sections on what self-esteem is, how to build it, and how best to communicate with a young person. By using their language, experiences and suggestions, we amplify their voices and ensure the workshops are as relevant and effective as possible. We also provide access to our

Flourish Hub, an online specialist resource library with innovative Flourish-crafted tutorials, tools and tips to support girls' wellbeing.

Our workshops and resources improve our community's engagement with and support of the girls in their care. They ensure a holistic approach to our support—by equipping and resourcing parents and professionals we can improve the longevity of our impact. Our Training and Service Development Lead designs and develops our resources in partnership with the girls we support, and she also leads the delivery of our workshops for parents, carers and professionals.

- **Girls' Voice - Our FAB participation work**

We know that our work is most effective when our services are girl-shaped: our Flourish Advisory Board (FAB) underpins everything we do. These young former participants meet regularly in groups or on a 1:1 basis, to advise our staff and board on approach, service offer, and strategy, shaping the services we provide for girls like them. Girls grow in confidence when they see that their voices matter and drive change.

We want to improve awareness of girls' wellbeing within our wider community, so all girls feel heard, known, seen and supported through our wider influence. We are seeking to provide opportunities for more girls to self-advocate within the community, directly influencing the systems around them. One way we are already doing this is through our FAB girls, whom we give the opportunity to meet community leaders for roundtable discussions, write blogs, present podcasts, and do public speaking. Our Training and Service Development Lead leads our FAB work, but it involves all of our staff and volunteers who are delivering work directly with our beneficiaries.

"One of the things I love about being a Flourish Mentor is helping girls to find that they have a voice that can be used to make positive change. Part of this is encouraging girls to think through communicating issues that are important to them, also important is how to communicate effectively without confrontation. Empowering girls in this way gives them a way to deal with concerns now and also embeds skills that will be of lifelong benefit."
Volunteer Mentor.

Our Measures of Success

We measure outcomes over the year in order to report the impact our services have on our beneficiaries. To evaluate the success of our early intervention programmes we use

the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh Mental Wellbeing Scale. We also ask girls to use a 10-point scale to measure their satisfaction in certain areas of their lives and we also gather qualitative feedback from girls.

We gather feedback from parents/carers of beneficiaries, after they young person has received mentoring, and after they have attended our workshops themselves. We also gather and evaluate feedback from our volunteers, for example, when they attend training sessions.

We continually review our impact to ensure what we are doing is working to achieve our charitable purposes and the best outcomes for girls and our community. We also examine our evaluation methods and decide when they need to be adjusted for different age groups or girls with SEND for example.

Our Volunteers

Core to our model is to mobilise and resource local women volunteers to support local girls, with the dream of providing this generation with women who champion them, who look like them and believe in them. Our volunteers deliver a huge amount of our 1:1 mentoring and accompany a staff team member to co-deliver our group mentoring. Our volunteers are supported by staff through robust training, regular supervision and high quality, relevant resources. We have had 19 volunteers actively mentoring during the year, as well as 2 wonderful admin volunteers supporting us in the office weekly. Our fantastic team (excluding trustees) provides us with approximately 2857 hours of volunteering.

One new volunteer reflects on her experience of her Flourish mentoring training:

"I could see a need for more extensive emotional support for teenage girls and have been inspired by how Flourish provides this in such an accessible and uplifting way. I was delighted to be able to offer my skills to help girls navigate their difficulties and better prepare them to fulfil their potential. Mentor training has been great fun. Comprehensive resource packs alongside open and thoughtful discussions with experienced mentors has given me the confidence to tackle the role with enthusiasm. It was a joyous experience to train with a like minded group, all of whom want to make a positive difference in the journey of the next generation of young women."

Our volunteers also support us in fundraising, for example, arranging a Christmas concert, and recommending us within their own networks for gifts and donations.

OUR INCREDIBLE FLOURISH TEAM!



2. Achievements and Performance

Impact on beneficiaries

During 2023/4 we delivered **562** hours of 1:1 mentoring to **83** individual girls. We are delighted to report that:

- 81% of 1:1 mentees finished with improved wellbeing
- 75% finished with improved self-esteem
- 74% finished with improved body image.

We delivered **224** hours of group mentoring through **28** group mentoring courses to **196** girls. This represented a 65% increase in the number of groups since last year, due to the appointment of a new full-time Group Delivery Lead. Our number of beneficiaries through this providing service has doubled since 2022/3. We found that:

- 73% of girls on the Rebuild course finished with improved self-esteem
- 60% of girls on group courses finished with improved wellbeing

Over the year, girls consistently told us that mentoring helped them to grow in confidence, that they now feel happier at school and with friendships and that they understand their support networks. They have strategies and a toolkit to cope with the challenges they face. Here's a typical story of change we see at Flourish:

For Ana, 1:1 mentoring was transformational. She no longer cries about school, she has stopped self-harming, and she now meets up with friends. Ana said,*

"The best thing about mentoring has been realising that I'm better than what I thought I was. I have learnt to accept myself and not listen to others; I've become more confident; I feel happier in school."

Ana wants to make her voice heard and she now recognises that going to school will get her to where she wants to be in the future. She has developed a mature understanding that there will be problems and difficulties at times, but thanks to mentoring she now has the tools and techniques she needs to be much more in control when they arise.

Some further examples of feedback we gathered:

Qualitative feedback from 1:1 Mentoring:

"Mentoring has helped me through everything and given me someone to talk to. It has taught me to tell others if I am struggling, and to be able to tell someone about my worries and troubles. This has created a huge impact on me and helped me so much."

"The best thing about mentoring has been the activities that we did. I learnt all about myself and how important I am. I've been feeling better about myself and I learnt how to properly take care/look after myself. I would recommend Flourish to a friend because it helped me."

"The best thing about mentoring was being able to have a safe space to talk to people who feel safe to talk to. I liked the interactive activities and decorating things. The mood cards were helpful. I feel that I have calmed down, been given genuine coping methods, learned new strategies and improved my positivity and self worth."

Parents and carers who have referred girls also testify to the impact that Flourish mentoring has had on their young people:

"I know she has appreciated the mentoring, and was sad to finish, but it has helped get her through a very difficult year as she prepares to move to secondary school. The other week she received the letter she wrote to herself, which she had completely forgotten about, so that was a really nice touch."

"Sophie is taking her mock exams at the moment and, even though she is a bit anxious, I can see that she is handling this stressful time way better than she used to. Once again, I am so grateful to Flourish and (her Flourish mentor) for helping Sophie gain confidence and a better self-esteem."*

"Thank you for the restart of the mentoring with Jodie. It has been a great help for her and, everyone at home and in our family back in France have noticed that she was feeling much better. She is more confident and joyful than before. I'm very grateful for these sessions and for your support."*

100% of parents/carers who have referred girls for Flourish mentoring would recommend it to a friend, and **100%** either agree or strongly agree that Flourish Mentoring has made a positive difference to their young person, the outcomes on the

referral form have been met and the presenting issues or concerns originally highlighted have improved.

Qualitative feedback from Group Mentoring:

"I have learnt to value myself more. I am less self-conscious about myself and I feel like a weight has been lifted off my shoulders!"

"This course has helped me to think more positively about myself. I have changed the way I think about things, as I understand myself more and other people more too."

"It was not pressurising, the activities were so fun and the people were all friendly. This has helped me so much."

"I have learnt to believe in myself more and that I am not my mistakes. I have learnt that I am worthy and loved by others."

School staff also report on the difference that Flourish mentoring makes, for example:

"Flourish helps to equip girls with the ability to reach their full potential. My students who have worked with Flourish have all seen significant improvements in not only their attendance and achievement but self-esteem and mental health. They feel listened to and prepared to deal with the challenges life brings", Head of Year at partner school

Driving a holistic approach with adults supporting young people

We delivered **10** workshops to parents/carers and professionals in a number of schools and community venues. This benefitted **191** adults with responsibility for supporting a young person, equipping them with advice and tools. Over the year **103** people signed up for our online Flourish Hub (37 for our young people's resources and 66 for our parents and professionals resources). Of those parents/carers and professionals who attended workshops:

- **98% felt better equipped to support their young people.**
- **88% felt more confident to support their young people.**

Attendees said that they found the following impactful:

"Learning to understand the teenage brain and the right language to use. The experienced and helpful trainers who were very relatable and have lots of experience to share which was really helpful."

"Learning about the triangle of behaviour, thoughts and feelings. This really resonated and I think is something I'll be able to use with my daughter."

"All of it was excellent. The information on the Resources Hub was particularly helpful."

"This was really useful for all of our staff as there is a lack of training specifically on self-esteem. The listening activity we did was really eye opening and will help me when I talk to students in future."

Performance against our Aims and Objectives

We are pleased to have made progress in all areas, whilst learning valuable skills and knowledge for the ongoing growth and development of our charity along the way. Highlights are mentioned below against each objective.

- **Extend Flourish services to reach more vulnerable girls across our community. This includes new services to meet girls' evolving needs (i.e. reaching girls who are out of education/employment; on NHS waiting lists; transitioning from primary to secondary/secondary to employment);**

Our overall reach through direct beneficiaries for 1:1 and group mentoring increased by 97 to 279.

Reflecting the escalating number of girls with multiple and complex needs in our community, we worked with double the number of girls who had a social worker assigned to them, or early help intervention, had experienced loss and were at risk of child sexual exploitation. Double the number of girls were experiencing challenges managing anger and four times the number of girls we saw had experienced parental separation. One of the key developments for Flourish was the securing of a three-year grant award from the Henry Smith Charity enabling us to recruit a Specialist Trauma-Informed Delivery Lead who is delivering training on trauma-informed mentoring and effecting a cultural shift, as well as herself being able to deliver support to girls with the highest level of risk that we mentor at Flourish.

We began to trial a new workshop for year 6 girls, delivering this to 20 girls, focussed on the transition to secondary school. We also delivered assemblies in a local primary school to all KS1 & 2 pupils (180 girls) to help them understand what positive self-esteem is. We were also delighted to deliver our first Flourish Course in a local primary school to 8 girls in year 6 to help prepare them for the transition to secondary school. We plan to develop all our transition programmes further next year based on girls' and partners' feedback.

We have reflected through the year on our impact data, and notice that some of our quantitative data is not as strong as it has been in previous years, despite the fact that all the qualitative feedback we receive tells us that we are delivering what we set out to do and are providing relevant, timely and effective support to girls through our mentoring, which is in turn impacting their relationships in families, schools and the communities they are in. So we have decided to re-examine our impact questionnaires and methods of data collection to identify any changes that need to be made, especially in the context of working with more younger children, including those still in primary school.

- **Grow multi-year funding relationships with a range of funders (companies, regular givers, companies, grant makers and individuals).**

We have been activating our three-year fundraising strategy and as well as the multi-year award from Henry Smith, have also secured multi-year funding for core costs from BBC Children in Need, 29th May 1961 and a new local church supporter for three years. We have continued to invest in community fundraising through another wreath-making event, a choir performance and a raffle at Christmas, as well as working in partnership with other local charities to fundraise together including the Soroptimists of Kenilworth, Leamington Round Table, Leamington Rotary, St Nicholas Church Kenilworth and Castle Hill Baptist Church Warwick. Our trustees arranged a challenge event for us which was a very successful fundraiser. We have slowly grown our donor base to 19 regular donors and 24 one-off donors.

It has been time-consuming to arrange fundraising events as a team, and progress has been slow to develop relationships with corporate donors, and one of our partners ceased to trade last year. We plan to recruit an in-house

Fundraising Manager next year to focus on growing all income streams alongside a continued whole staff team effort.

- **Develop new training products for Professional, Parents and Community Partners to improve outcomes of young people in the wider community.**

We have delivered a total of 10 workshops this year to 191 adults, which has provided parents and professionals with tools to support the girls in their care, built relationships and our reputation in the local area, and provided a modest source of income. We estimate that each attendee shares their learning with 1.5 young people/family members/friends so we estimate an additional 248 secondary beneficiaries.

We developed training on Understanding Trauma which we delivered to our Volunteer Mentor team in October, and are developing a bespoke training session on Self-Harm which we plan to deliver in June 2024.

- **Develop referral channels to accept more girls through self-referrals, GP services, social workers, youth networks and extend mentoring contracts with new schools and community spaces.**

This year Flourish worked in 21 local schools and community venues, compared to 13 in 2022/3. We have strong relationships with local referring partners, working with them prior to, during and after mentoring takes place, providing them with reports on progress with recommendations for ongoing support. One school partner commented: *"I always love reading what a positive impact the course has on our girls. Please pass on my personal thanks to the team this year for everything they have done."*

We are providing more 1:1 mentoring in community spaces to support girls who can't currently access mainstream education, and have delivered three community-based group courses locally. We are receiving more referrals directly from or recommendations from GPs and Family Support Workers as well as a self-referral from a young person and we continue to develop relationships with healthcare professionals to increase direct referrals from the NHS/local authority. Next year we have plans to streamline our referral process with schools to increase our efficiency in managing our referrals for 1:1 mentoring.

- **Embed young voices across our organisation and provide opportunities for more girls to raise their voices, and advocate for themselves within the community.**

We concluded our biggest ever (to date) FAB project in collaboration with local art gallery/park and gardens at Compton Verney. 5 girls learned new skills growing plants, creating plant dyes, making their own artwork and writing messages to display in a new sensory garden. Four sessions ran this year including a final exhibition to the public. Girls chose to express their voice and concerns about the environment and climate change in their final piece, and gave the following feedback. *"It is my favourite thing I've done with Flourish. I learned a lot, like how to dye fabrics." "I was really nervous to come to the first session but I loved it. It has helped me feel more confident." "I really want to do more stuff like this." "I feel really proud of what we have made."*

We also worked with a young person to help tailor our resources to make them more accessible to girls who are neuro-diverse.

A further 6 girls have been involved in beginning a new project which they would like to develop to support younger girls and share some of their experiences.

In November we were pleased to run workshops at the Warwickshire Youth Conference involving 20 girls to hear their experiences and opinions on how to make Warwickshire safer. We helped them to understand what their own strengths were and how they could use them in a local setting. Girls fed back their ideas to Warwickshire County Council and helped to create a patchwork quilt to celebrate their strengths and demonstrate how when we join these together we can make a difference in our communities.

Our co-CEO had the opportunity to represent Flourish girls' experience of body image anxiety at the House of Lords ahead of the Online Safety Bill.

- **Drive the mobilisation of many more inspiring local women from all backgrounds, to support local girls as volunteers and supporting the development of a sustainable model of delivery.**

We have welcomed a further 10 brilliant volunteer mentors, bringing our total volunteer team to 35. We were thrilled with this increase compared to the 4 we

recruited last year. We connected new volunteers with more experienced volunteers through social events and informal networks with opportunities to share best practice and encouragements. Alongside their training, supervision and resources provided by Flourish, this helped our volunteer team to deliver the best possible well-being and mentoring support to girls locally.

Development and Depth

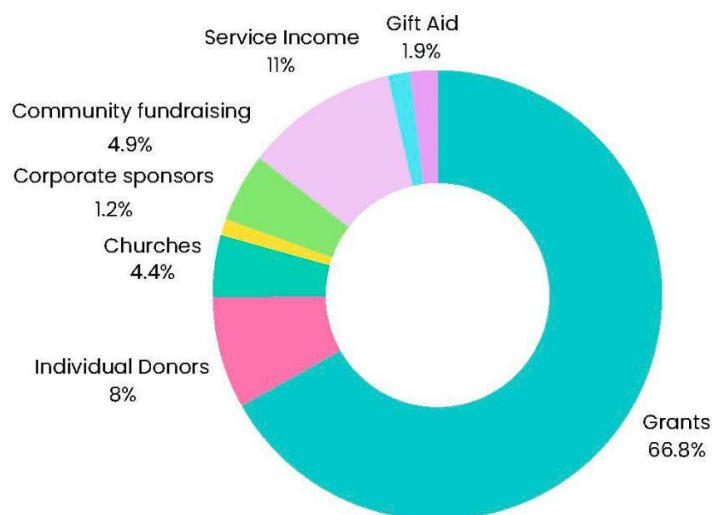
As part of our overall strategic objectives Development and Depth, we planned to develop our internal systems to more effectively underpin our charity organisation so that we can better serve our beneficiaries and communities, and to increase the effectiveness of our fundraising. We therefore decided to invest in our first CRM and having researched a variety of options have chosen a provider and applied for a grant to fund the implementation of this important tool. We plan to manage data concerning our beneficiaries, community and school partners and fundraising contacts within this system.

We also planned to improve our own office space to be fit for purpose for our growing staff and volunteer team, with the dream of also having a warm and welcoming space where we could welcome girls and their parents/carers and deliver mentoring in the community. After a long search we were delighted to secure a new rental agreement for office space within an established and well-respected community centre in the Sydenham area of Leamington Spa. Our new home in the Sydni Centre provides suitable and spacious office space as well as a meeting space for training events and workshops, and two small meeting rooms which we will use to mentor girls who are unable to access our support at school.

3. Financial Review

Income

This year we continued to activate our three-year (2023-6) fundraising strategy aiming to grow and diversify our income streams, with the support of a freelance fundraising consultant, a comprehensive funding pipeline and a whole-team approach to fundraising.



Flourish received **£211,914** this year, representing a 75% growth in income compared to 22/23 (£121,301). The majority of this growth has come from grants, which represented 67% of income (£141,659). Of these grants, £120,759 were restricted (57% of income). We are very grateful to the following trusts and foundations who generously supported our work:

- The Henry Smith Charity £33,900 (*£101,700 over 3 years 2023-6*)
- BBC Children in Need £19,689 (*£115,799 over 3 years 2023-26*)
- King Henry VIII Endowed Trust £14,000
- Comic Relief £9,000
- Charles Hayward Foundation £7,000
- Warwickshire Youth £5,000
- Project Spark £5,000
- The Newfield Trust £5,000
- The Big Give £4,959
- The Allen Lane Foundation £4,000
- The Anthony Bourne Foundation £3,000

- 29th May 1961 £3,000
- Westhill Endowment Fund £2,000
- Leamington Town Council £1,711
- The Soroptimists of Kenilworth £1,500
- Leamington Round Table £1,500
- Co-op Helping Hearts £500

We developed relationships with new funders including national and local grant-making trusts and foundations, other local charities and individual contacts in our networks, as well as continued to grow existing relationships with faithful long-term funding partners. Overall we received grants from 26 funders compared to 14 last year.

Our unrestricted income (£91,155) remained static compared to the year before. Although we were successful in increasing our number of regular donors, raised more through community fundraising, donations from churches and from service income, we raised less through individual donations. We were extremely grateful for the generous support from our corporate partners UK Sedation, Bravissimo and MP Lewis.

We received £9,414 in donations from local churches including a new three-year partnership. We raised £10,485 in fundraising (68% growth) through community and individual challenge events. Unrestricted grants were gratefully received from:

- The Trusted Executive Charitable Foundation £5,000
- Warwickshire Police Community Fund £4,000
- Graham Griffiths £3,000
- IM Properties £2,500
- St James' Place £2,500
- Owen Highway Trust £2,000
- Baron Davenport's Charity £1,000
- Richard Cadbury £500
- Asda Green Token Giving £400

We received £23,336 in service charges and from schools/agencies and contributions from parents. This continued growth (compared to £17,933 last year) is a result of increasing our delivery capacity and developing partnerships with new schools, but we are also seeing the average contribution per beneficiary reduce, as we believe the cost

of living crisis has impacted individuals' ability to contribute and we know school mental health and well-being budgets have been reduced.

£21,140 was received through generous individual one-off or regular gifts, (we were encouraged that we increased the number of regular donors from 19 to 24), and Gift Aid reclaim (compared to £31,474 last year). We plan to develop our stewardship of donors further over the coming year, and the recruitment of an in-house fundraiser and implementation of a CRM will support us in our plans to grow our income in this area.

Expenditure

In the pursuit of the vision set out above and our charitable aims and objectives, Flourish has expended **£210,757** this year (compared to £122,527 last year, representing a 72% growth). The costs of salaries for our project staff and resources to run our programmes made up the majority of our expenditure (56%), with a further 21% spent on salaries for our leadership and administrative staff and 7.8% on office overheads. We have continued to benefit from a very favourable rent arrangement from our generous landlord, but as we move into the Sydni centre our rent and service charges will increase significantly to reflect the larger fit-for-purpose space we will be using. Part of the increase in salary expenditure was as a result of salary increases following benchmarking in the sector and the trustees' decision to award increases to staff to fairly reflect their incredible contribution to the success as Flourish and improve our ability to recruit and retain high quality staff into key roles. We invested £25,871 (12% of income) in fundraising for our charitable activities.

Flourish Expenditure 2023/2024



We continued to benefit from gifts in kind from corporate partners who donated IT equipment (DCA Design International), office furniture and equipment (NFU Mutual), the provision of training and development for team (Sally Leese Associates, Akanbi Consulting, The Wellbeing Focus), strategy development training and consultancy (Tribe Business Coaching, Make Good Grow), venue and hospitality services for beneficiaries (Ashorne Hill) and legal services (Gowling WLG). The generosity of these individuals and organisations enabled us to spend more of our funds on service delivery and less on core costs, and we are incredibly grateful.

Reserves

We ended the year with £61,875 in unrestricted reserves and carried over £25,325 restricted funds for expenditure in 2024/25. Our policy is to hold four months' reserves,

which would enable us to complete any programmes started with our beneficiaries, and as we enter our next financial year with increased expenditure planned we aim to build our reserves to be in line with this policy.

Review of Risks

The Trustees and co-CEOs hold a risk register which is regularly reviewed and steps taken to mitigate risks. Appropriate insurance has been obtained including for public and employer's liability.

A summary of some key risks and plans to remove them or reduce their impact:

- Funding shortages affect our ability to continue to deliver our activities: we have reserves in place and a comprehensive fundraising strategy and plan in place involving staff and volunteers
- Staff / volunteer turnover or absence means we have to limit our delivery of services: we recruit volunteers annually and seek to engage and motivate them by providing high quality training and support, and a network of fellow volunteers. The co-CEOs focus on staff wellbeing and development as well as providing generous holiday entitlement and a TOIL policy for our dedicated team
- Staff/volunteers are working 1:1 with children in school and community settings and may not act appropriately or manage potential disclosures effectively: we have a comprehensive safeguarding policy and procedures in place and deliver regular training (in-house and via the NSPCC and local authority) and supervision. Risk assessments are carried out and shared for team members who are working with children in various settings.
- Sensitive personal information is handled inappropriately or leaked: we have policies and procedures in place for handling data securely and safely, and have taken out cyber insurance.

Flourish has a comprehensive suite of policies for staff and volunteers which are regularly reviewed and updated by trustees, staff and HR professionals. These include a comprehensive Safeguarding Policy, Staff and Volunteer Code of Conduct, Diversity, Equality and Inclusion Policy, Lone Working Policy, Whistleblowing Policy, Bullying and Harassment Policy and a Financial Management Policy.

Plans for the Future

At Flourish this year, we have further refined our focus and expertise recognising the wealth of experience and insights we've gained supporting and listening to girls over the last 9 years. We continue to deliver our 'best in class' services locally and begin to share our learning and resources more widely. Our motivation, mission and drive remains the same: for girls aged 10-18 to be supported early, have access to girl-shaped services, feel confident and resilient and have their voices amplified. Our ultimate aim is to be the go-to centre of excellence for girls locally and nationally by 2028, and with a revenue target of £450,000 by then. Over the next year our plans are to:

Service Delivery - Further embedding our 'best in class' local services offer through geographic growth, expanded referral channels and new girl-shaped services by:

- Increase our beneficiary reach to 430 girls through mentoring and workshops
- Expand our mentoring services to Stratford-upon-Avon schools and surrounding areas
- Expand our of school mentoring services
- Grow our school partnerships and contracts
- Scope and understand better from girls and schools what flourish needs to do to create girl-shaped services in primary school to smooth the transition.

Girls' Voice - Amplifying girl's voices Flourish wide, creating spaces for girls to be heard by community leaders, develop resources by girls, for girls and informing policy by:

- Establish a core FAB team
- Refining our FAB approach and methodology
- Creating opportunities for female community leaders to meet with FAB girls.
- Scope the national sector for girls and create an action plan
- Developing resources and workshops informed by our girls

Organisational Development -

- Recruit, induct and onboard a new Fundraising Manager
- Have an organisational structure in place that is sustainable and supports capacity and everyone knows their accountability with individual and team KPIs

- Full team is living and breathing the Flourish purpose, mission and values
- Implement new CRM system and train team members
- Create a brand awareness marketing plan to increase visibility locally

Fundraising

- Build our streams of unrestricted income and build our reserves
- Build our donor base and improve the stewardship of our existing donors
- Seek to secure larger, multi-year grants from national funders, with a focus on those providing unrestricted funds or funding for core costs
- Develop products and services to help grow earned income

4. Structure, governance and management

Flourish is a CIO governed by constitution which was last amended on 22nd April 2016. The Trustees are responsible for charity governance. The setting of the charity strategy as well as day-to-day management of the charity is delegated to the Senior Management Team.

New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with two Flourish trustees or a trustee and a co-CEO, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a trustee based upon the voting of existing trustees. We were delighted to welcome Leila Clare to our Trustee Board as our Chair of Trustees, who was initially recruited as a volunteer mentor, and brings a wealth of commercial experience from the private sector and a passion for supporting girls and women locally.

We induct new trustees using our Trustee Handbook and through arranging meetings with other Board members and the co-CEOs.

5. Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address and registered office	Flourish, Sydni Centre, Cottage Square, Sydenham, Leamington Spa, CV31 1PT Prior to 8th March 2024: 2 Radford Road, Leamington Spa, CV31 1LX

Names of the charity trustees who manage the charity

	Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Ms Leila Clare	Chair	Appointed 24th January 2024	
2	Mrs Charlotte Lockyer			
3	Mr Phil Sowards		Resigned 23 January 2024	
4	Mrs Jennifer Stewart			
5	Mrs Lucy Clarke			
6	Mrs Johanna Cox (was Faherty)			

Senior Management Team

Charlotte Bevan	Founder and Co-CEO (part-time)
Jenny Dean	Co-CEO (part-time)

Caroline Boyd	Head of Business and Finance (part-time)
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Staff Team (employed)

Helen Laycock	Training and Service Development Lead
Emily Larke, <i>then</i> Sarah Klein	Group Delivery Lead
Ruth Smith	Specialist Trauma-Informed Delivery Lead (part-time)
Anna Bird	Mentoring Coordinator (part-time)
Lisa Boulby	Admin and Finance Officer (part-time)

Accountants	Duo Accountants (Jennifer Gates), 9 Lakin Drive, Bishop's Itchington, Southam, CV47 2TE
Bank	Nat West, Royal Priors, 59 Parade, Leamington Spa CV32 4ZX



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Report to the trustees

You Can Flourish

On accounts for the year
ended

31st March 2024

Charity no
(if any)

1166721

Set out on pages

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2024.

Responsibilities and basis
of report

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

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

Independent examiner's
statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed:

J Gates

Date:

07/08/2024

Name:

Jennifer Gates

Relevant professional qualification(s) or body (if any):

ICAEW, ACA

Address:

9 Lakin Drive, Bishop's Itchington, Southam, CV47 2TE

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Receipts and payments accounts
For the period from

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from Churches (262)	9,414	-	-	9,414	6,674.00
Donations from Organisations (264)	2,510	-	-	2,510	-
Individual Donations (261)	3,893	-	-	3,893	16,651.00
Regular Donations (260)	13,143	-	-	13,143	9,082.00
Restricted Grants (250)	-	120,759	-	120,759	24,980.00
Services Courses (201)	12,050	-	-	12,050	11,050.00
Services Mentoring (200)	10,706	-	-	10,706	6,883.00
Services Workshops Adults (202)	500	-	-	500	-
Services Youth Workshops (204)	80	-	-	80	-
SMP Reclaim (290)	3,372	-	-	3,372	-
Unrestricted Grants (251)	20,900	-	-	20,900	34,000.00
Fund raising	10,485	-	-	10,485	6,240.00
GAD Reclaim	4,104	-	-	4,104	5,741.00
Sub total(Gross income for AR)	91,155	120,759	-	211,914	121,301.00
A2 Asset and Investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	91,155	120,759	-	211,914	121,301.00
Total receipts					121,301.00
A3 Payments					
Phones (489)	192	706	-	898	1,315.00
Mileage (493)	2	823	-	825	371.00
Volunteer Training (464)	6	3,757	-	3,764	585.00
Volunteer Expenses (467)	293	-	-	293	-
DBS (405)	178	333	-	511	-
Advertising & Marketing (400)	421	400	-	821	2,093.00
Fundraiser Fee (412)	24,447	333	-	24,780	12,022.00
Financial Admin (425)	1,490	484	-	1,974	1,109.00
Insurance (433)	1,088	336	-	1,424	840.00
Stationery/Equipment (461)	361	1,991	-	2,352	1,126.00
IT Software and Consumables (463)	512	270	-	782	2,598.00
Material Costs (462)	3	4,000	-	4,002	2,749.00
NI/Pensions/Payroll (482)	25,353	-	-	25,353	6,125.00
Office Overheads (469)	7,825	4,004	-	11,829	8,850.00
Salaries (477)	28,664	93,574	-	122,238	80,311.00
Charity Development (496)	1,039	454	-	1,493	256.00
Staff Training & Development (481)	43	5,419	-	5,461	2,176.00
Business Consultancy (403)	105	30	-	135	-
Fundraising Expenditure (402)	1,424	0	-	1,424	-
Bad Debts	396	0	-	396	0.00
Sub total	93,844	116,913	-	210,757	122,526.00
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	93,844	116,913		210,757	122,526.00
Net of receipts/(payments)	-2,689	3,846		1,157	-1,225.00
A5 Transfers between funds					-
A6 Cash funds last year end	64,564	21,479		86,043	87,268.00
Cash funds this year end	61,875	25,325		87,200	86,043.00

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		61,875	25,325	
	Total cash funds			
	s with receipts and payments account(s))			
B2 Other monetary assets				

B3 Investment assets	Details <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>						Cost (optional) <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>						rent value (optio <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>						<table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>																	
B4 Assets retained for the charity	Details <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>									Cost (optional) <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>									Current value (optional) <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>									<table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>								
B5 Liabilities	Details <table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>					<table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>					<table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>					<table border="1"> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> <tr><td></td></tr> </table>																				
Signed by one or two trustees on behalf of	Signature <i>Ch. Orkney</i> <i>R. A. ...</i>	Date of approval 25.09.24 25-9-24		<table border="1"> <tr><td></td></tr> <tr><td></td></tr> </table>																																

YOU CAN FLOURISH

England & Wales - Charity number 1166721

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/22 Period start date To 31/03/23 Period end date

Charity name: You Can Flourish

Charity registration number: 1166721

Our objectives and activities

	SORP reference	
	Chair's Introduction	Chair's Introduction The well-being of young girls has always been important, but with impacts such as the growth in social media and Covid-19 in recent years, the need for support for this demographic has become bigger than ever. We continue to see unprecedented demand for Flourish Mentoring, including an increase in younger girls and those with more complex needs who are struggling to access statutory support through CAMHS or school. At Flourish, we've put all our efforts into exploring how we can be more, do more, and provide more for the young girls that need us. We've seen already, and expect the demand for our services to continue to grow. The past year has seen us really build on the work we've done in the previous years, establishing our foundation, clarifying our positioning and messaging and in turn, seeing the results come into fruition from our efforts. <i>"I feel that I have calmed down, been given genuine coping methods, learned new strategies and improved my positivity and self worth" (Mentee, 2023)</i>

		flourish Outputs 2022/23 182 Girls supported 99 Attended courses 83 1-1 mentoring (618 hours) 30 Volunteers 70 Donors 6 Staff 125% Increased referrals flourish Impact 2022/23 88% Girls reported improved mental wellbeing 78% Girls reported improved self-esteem 100% Girls would recommend to a friend 52% Girls felt more aspirational 49% Girls felt happier at school 49% Girls felt happier in their friendships 100% Workshop parents/carers felt better equipped to support their young people In 22-23 we've learned so much. From how to drive the biggest change to where we can make the biggest impact – hearing much of this from the people whose lives we've touched. We've invested in fundraising, secured new multi-year grants, and increased donors across all income strands. We've also worked hard to define and bring consistency to our marketing approach. The year ahead must be about applying our learnings and striving to improve the impact that Flourish can have, now and in the future. We're creating a generation of girls who are resilient, confident, better able to advocate for themselves and with emotional tools for life. Improving lives through care, connection and courage. <i>"I have learnt to believe in myself more and that I am not my mistakes. I have learned that I am worthy and loved by others."</i> (Mentee, 2023)
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Our objectives To promote and protect the good health and wellbeing of young women and girls in particular, but not exclusively, in Warwickshire and the surrounding areas. This is done through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving the girls' self-esteem, relationships,

		and resilience; and increasing their active participation in their communities. To advance the Christian faith in accordance with the statement of faith.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.		Our vision To support this generation of girls and young women to flourish and live to their full potential. Our mission What we do: We help 11-18 year old girls improve the way they think, feel and live. How we do it: By providing mentoring, resources, programmes and tools that help young girls feel heard, known, seen, and supported. Why we do it: We believe that every girl has immeasurable value and the potential to lead a full and happy life; to flourish. Our strategy We are women supporting girls, to improve their confidence, aspirations, self-worth, friendships, and emotions. Our strategic plan is for Flourish to become a sustainable centre of excellence and the first port of call when it comes to supporting girls in Warwickshire and beyond. We recognise that to support this, we need to grow both operational reach and income. We deliver three core programmes that encapsulate our objectives, help us to achieve our vision, and carry out our mission. Our programmes 1. The Flourish Course An early intervention group course for schools and communities The course empowers girls with the tools to build resilience, tackle common issues surrounding body image, friendships, emotions, self-worth, and future aspirations - helping them to really flourish.

		What it involves: 8 sessions for up to 8 girls Each session is led by 1 staff member and 1-2 volunteers It addresses the core issues that have been identified through our research and field expertise. The nature of the group session provides a safe space for girls to explore and embody our specially curated coping tools and strategies. We know through research that group environments can reduce social isolation and improve social skills. The group dynamic of our Flourish course provides a supportive and uplifting environment in which our girls can learn and grow. In the main, it's delivered to groups of girls from within the same school. Staff can refer girls onto the course if they display signs of any of the highlighted issues or present with low self-esteem. Girls that appear to be struggling with their wellbeing are also encouraged to attend. Girls from other community settings can also attend our courses (e.g., from a particular youth club or church), and they are usually referred by caregivers (i.e., parents or guardians). How the work is working <i>"Can I say thank you to Flourish for all the wonderful work you do. My family has personally benefited, and I think it's a fantastic organisation. Talking in the group really helped my daughter and then she came home and talked to us, which helped us all."</i> (Parent of a 14-year-old Flourish Course participant) 2. The Rebuild programme A group mentoring course providing more targeted support on understanding emotions and building emotional resilience. Rebuild provides a safe space for girls to explore and identify emotions together. Using our thoughts-feelings-actions framework which is based on CBT principles, girls begin to understand themselves better and build skills in emotional regulation. All participants create a physical and mental 'toolbox' of coping mechanisms and strategies to help them thrive long after the course has ended.
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		What it involves: 7 sessions for up to 7 girls Rebuild is explicitly designed to provide individual support whilst honouring the benefits of a group setting. This gives girls the advantage of receiving attention that would be typical in 1:1 mentoring, but within the structure of a group dynamic, making it ideal for those who want to improve their people skills and social connections. By using a group setting, the programme helps girls establish social connections organically, which then positively impacts their confidence in community settings and in turn, their general wellbeing. The lived effects of rebuilding <i>“It’s given me more understanding about my emotions, I’ve met more people that may be struggling like me, it makes me feel less alone.”</i> (Participant M) <i>“I have learned how to deal with situations in friendships. It was helpful to talk about different emotions that I feel and how to react to them.”</i> (Participant S) 3. 1:1 Mentoring A referral-based mentoring programme 1:1 mentoring provides girls with tailored support in the pursuit of their goals and in overcoming personal challenges. Ultimately guiding them to lead a full and happy life – to flourish. Girls are referred onto the mentoring programme by school staff, caregivers, or other adult professionals based on either self or professional recommendation. After assessing the individual needs of each girl, we match them with an appropriate mentor. These mentors come either from our staff or our dedicated volunteer pool. What it involves: Mentoring sessions are typically up to 1 hour long and take place once a week. Each girl receives a total of 12 sessions.
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		The sessions are hosted in schools or appropriate community settings, making them as accessible as possible for the girls we are supporting. Although each mentoring programme is tailor-made, they are all built from our carefully curated creative strategies. They are also all led by women, giving girls the benefits of representation. There are also 4 foundational guidelines we follow to make sure each girl is receiving regulated guidance and can be safeguarded during their time with us: 1. Mentoring should be established as a safe practice: Girls feel empowered to overcome sensitive issues with the support of a mentor they can trust and confide in. 2. Mentoring should strive to improve self-esteem: We found that low self-esteem is often a root cause of many challenges this demographic of girls face. As their self-esteem improves, we find they are able to take more empowered action, so we make this a focal point. 3. Mentoring should equip the girl with tools and strategies that can be implemented in their daily life: Practical tools (e.g. breathing techniques, journaling, communication strategies) are a key component in helping girls flourish and in Flourish's practice. 4. Mentoring should produce evident improvement in aspirations: Strategies to help girls plan for their future and achieve their goals through realistic interventions is crucial for fostering positivity and outcome-based action in personal development. <i>Amie's Story</i> Amie began her 1:1 mentoring sessions with very low confidence and was insecure about what others thought of her. Amie was anxious and thought she wasn't good enough to participate in activities with her peers. Together, Amie and her mentor worked on challenging her thoughts of insecurity and building her self-esteem. Amie's mentor introduced her to Flourish's thoughts-feelings-actions framework and 'comfort zone' resource.
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		As a result, Amie joined the after-school sports club that she previously felt unable to participate in. Amie is now thriving and enjoying being a part of something alongside others, without the barriers of negative thoughts and low self-esteem. Complementary resources and services The Flourish Advisory Board (FAB) FAB consists of dedicated girls and young women who have previously experienced the benefits of our services and remained inspired. These girls and young women offer their time and lived experience to enrich the work we do. As we grow, FAB grows. The board is a cornerstone of our on-going development and a key connection to the community. By incorporating FAB into our development strategies, we ensure that our work remains youth-led and relevant. This year, feedback from FAB has led to positive changes in our approach. One of which was to completely rewrite our body image session and resources within our mentoring programmes. This was successfully piloted in a targeted session and is now an integral resource. Flourish Resource Hub The resource hub is our online store that has video tutorials, audio files, and interactive creative-based activities. The Hub has dedicated resources for girls <i>and</i> for caregivers and professionals. The resources for girls equip them with support for before and after participating in our programmes and courses. Professionals and caregivers can access resources to equip them with the necessary tools that will help the girls they are supporting to flourish, long after they have left our care. A little goes a long way <i>“You don’t know how ace your resources are. We [NHS mental health nurses] don’t have anything like this.”</i> (Volunteer feedback)
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		Flourish Workshops This year we successfully developed and trialled workshops that focused on self-esteem, teenage cognition, and communication strategies between adults and young people. We also incorporated tools and activities in these workshops that are available on the Resource Hub, establishing links between our services. Flourish Workshops were offered in response to feedback from our network of participants who were keen to access more learning opportunities for caregivers and adult professionals. These workshops offer a great way to increase the holistic nature and reach of the additional support we can offer the local community. Over the next year, we aim to integrate our workshops as an exciting new addition to our core services. As our girls flourish, so can we. Together we grow. A glowing review <i>“[The Flourish team] delivered it amazingly, they were so open and supportive towards the parents. Parents I feel left feeling more empowered to support their daughters and happy with the tools given!”</i> (Inclusion manager at a partner school.) Our amazing volunteers Volunteers are essential workers here at Flourish. We could not support the rapidly growing number of girls seeking our services without them. Our volunteers are a significant proportion of our workforce, making up to 65% of our human resources. They help us to flourish as a force in our community. Also, as we source most of our volunteers locally, this enables us to maintain strong connections within our community. Aside from their invaluable contributions to our programmes and courses, our volunteers make sure we are following best-practice, by providing us with continual feedback. The volunteers who act as mentors form their own focus groups with the aim of providing feedback on our resources, courses, and the mentoring impact.
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		This year's feedback led us to seek training for our staff so that we can provide the necessary support for girls with autism. This feedback helped <i>us</i> to flourish. We place great emphasis on having a variety of women volunteer with us. It is paramount that girls have a relatable role model. Representation matters. As Marian Wright Elderman said, 'you can't be who you can't see.' By providing girls with mentors, facilitators, and leaders who look like them, share their values, or who are living their dreams, girls are given the opportunity to see that the life they desire is possible, that they too can flourish. We are proud to share that due to our careful matching process and successful recruitment, onboarding and training strategies, we match our mentors with girls with a 93% success rate. In their own words <i>"I can't tell you how much I love doing this - I think it's one of the most rewarding things I have done in my life."</i> (Volunteer, 2022)
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In planning the activities and services offered by Flourish, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission, last updated September 2014.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including programme	Para 1.38	

related investment		
Contribution made by volunteers	Para 1.38	This year we had 22 local volunteers who supported us. We had 2 administrative assistants working for us weekly, and 1 who provided graphic design support. 19 volunteers helped us deliver our Mentoring, Rebuild programme, Flourish course, and Flourish workshops. As our 1:1 mentoring programme is designed to be relevant at an individual level, we rely on rotating volunteers to make sure this service remains sustainable. Over the year, the number of volunteer hours provided was 2,890.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1 April 2022 – 31 March 2023 It's our privilege to empower girls between the ages of 11-18 in Warwickshire with the skills and strategies to improve their self-esteem and wellbeing, to flourish. Over the last 12 months, we've been motivated by the real-life effects our services have had on local girls. We continue to go from strength-to strength, with a rapidly growing reputation as a trusted local charity. Our positive position in the local community means we're now able to extend our support-base to adults, via our new Flourish parent workshops. Our Flourish course and Rebuild programme are now as popular as the 1:1 Mentoring we offer. Aside from our trusted reputation, we believe the success of this is down to our acceptance of participants from a growing network of referrals. Additionally, we offer bursary places for our mentoring service, making it accessible to girls whose referrers are unable to contribute to the foundational costs of these specific programmes. Our growth over the last year has increased our staffing demands, producing a need for more operational and fundraising

		support. By employing more people, Flourish has been better equipped to meet our current demands and projected growth. This growth also enables Flourish to be an important source of employment and purpose-driven work within the community. Although Warwickshire is Flourish's focal community, we are also excited about the wider impact of our work. From networking and the knock-on and widespread benefit of education, to the far-reaching rewards of shared living testimony. This year we undertook our biggest Flourish Advisory Board (FAB) project to date, partnering with manor house/art gallery Compton Verney and a local artist to offer girls the chance to experience nature-based creative projects. This engaging partnership enabled Flourish to explore the many benefits that this kind of approach can have on mental wellbeing. Over the last 12 months we worked with FAB to evaluate and document feedback on our resources and services, capturing stories and testimonies in written and video form. Evaluating this feedback led us to adding another session to our Rebuild course, which focuses on facilitating effective dialogue on mental health and wellbeing between girls and their schools. FAB feedback also contributed to the creation of course material for our workshops. This year we attracted four additional compassionate volunteers and benefitted from in-house skills development. We also provided our own mentoring training to an admin volunteer and new staff team member. We are optimistic about and encouraged by the benefits and growth our services continue to receive from FAB and from our steadily growing number of volunteers. Our highlights in numbers 182 girls flourished under our care between April 2022 and March 2023 83 girls received 1:1 mentoring, raising the bar by 24% on last year's reach We gave a total of 623 mentoring sessions, climbing 34% on top of our previous year's success
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		We ran 9 Rebuild programmes. These programmes helped 37 girls build their emotional resilience and social skills 8 Flourish Courses were experienced by 62 girls 4 new volunteers invested themselves in us We nurtured relationships with 10 secondary and 3 primary schools 31 girls contributed to this year's FAB projects 40 girls supported Flourish's entry to the Leamington Spa Christmas Tree festival 13 group and 7 individual workshops were delivered to caregivers and professionals, meaning a total of 20 workshops were hosted successfully in their premier year The risks and issues faced by girls and young women this past year: 76% reported struggling with low self-esteem 39% had inflicted self-harm 42% struggled with anxiety 34% were experiencing friendship problems 22% had experienced suicidal thoughts 22% suffered with low-level depression or low moods 23% experienced some form of social isolation 5% were trying to cope with loss or bereavement 7% struggled with disordered eating and their relationship with food 5% of girls reported having anger or aggression issues 5% were impacted by domestic abuse 10% had an assigned social worker 17% were receiving Early Help intervention
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	24% of girls were in receipt of pupil premium 22% reported having special educational needs A little bit more about our referrals: Over the past year, we had 74 referrals experience 1:1 mentoring. We were fortunate enough to match and mentor 55 girls across the year and delivered sessions to on average 25 girls a month. The proportion of referrals received from caregivers (i.e., direct referrals from a parent or guardian) has increased significantly over this past year. We take this as an encouraging sign that the work we do speaks for itself and of our growing reputation within our community. On reviewing the data collected over this past year, we saw that the most pressing reasons for referrals were low self-esteem, anxiety, self-harm, and friendship problems. Another significant discovery we noted is the percentage of girls who received a pupil premium. This number increased by 28% from last year. This may be due to the cost-of-living crisis, which we anticipate will continue to have knock-on effects over the next year on mental health and general wellbeing. We at Flourish remain mindful of this environmental factor as we prepare to best serve our girls over the coming months and years. We continue to collect and review data through in-house research in order to ensure that our services are reaching girls who are socially and economically vulnerable. From analysing our data this year, we saw that 22% of the girls we worked with had special educational needs, 8% were looked-after-children, 10% had social worker involvement, and 17% received early help intervention. It is vital to us that the support we provide is accessible to <i>all girls</i> in our community. We remain proactive in our responsibility to make sure this can happen. Results show, we're making an impact! Using the <i>Rosenberg Self-Esteem Scale</i> and the <i>Warwick-Edinburgh Mental Wellbeing Scale</i>, we were able to measure the progress of the girls we work with, and see exactly how much they have flourished over the past year. Along with
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these scientifically validated scales, we also asked girls to use a 10-point self-report scale to assess their personal satisfaction.

These measures collectively allowed us to see that what we do really does work.

Here are some of our notable results:

Outcomes *across all services	This year	Last year
Increase in self-esteem	88%	83%
Improved mental wellbeing	78%	75%
Satisfaction with appearance	61%	58%
Friendship satisfaction	48%	41%
Making safer choices	29%	38%
Raised aspirations	52%	67%
Happy at school	49%	59%
Academic achievements	43%	78%

What these numbers mean

It's encouraging to see an increase in the proportion of girls who have improved on their self-esteem, mental wellbeing, self-satisfaction, and their friendships. These numbers mean that our girls are flourishing, and so are we.

At the same time, we recognise that happiness at school and perceived academic achievement results have reduced from last year. After reviewing relevant national studies, we believe these outcomes to be a reflection of accelerating pressure related to exams, a rising amount of EBSA (emotional-based school avoidance) and more recently, disruption caused by the industrial action of teachers.

We at Flourish plan to use this knowledge to enrich our services over the next year. By staying aware of the external pressures that might be affecting girls and their wellbeing at school, we'll be able to bolster our techniques and tools to better equip each girl who comes to us, to deal with these challenges. One way we plan to do this is by growing our community-based support for girls and their parents. We will do this by working closely with community partners who can refer girls and their caregivers into

		our services including the Flourish course and parent workshops, which we plan to run more of in trusted and accessible local venues. Mentee F (aged 14) 1:1 mentoring <i>"Mentoring has helped me grow and become happier. I have learnt that it's OK to take my time and decide what I want. I have become less anxious about going out and this has helped me be happier and accept myself more. I have become less self-conscious."</i> Our partnerships We are proud to have nurtured existing partnerships over the past year and have had the privilege of forming new relationships too. The generous contributions we receive from our partnerships continues to make our meaningful work possible. <i>Rosalind Franklin Lab, UK Sedation, MP Lewis Estates, and Bravissimo</i> have helped us with fundraising and sponsorships. <i>The Wellbeing Focus</i> provided us with coaching and matched our Directors with other local business owners. They also provided ongoing membership to the Female Founders business community giving access to training monthly. Since 2022, <i>Can I Have A Word</i> has been supporting us with brand and content related services. <i>Akanbi Consulting</i> delivered enriching team development sessions. <i>Make Good Grow</i> matched us with professional services. Thanks to their <i>Pledge Marketplace</i>, we were selected by the local conference venue <i>Ashorne Hill</i> to receive a fully funded dinner event which took place in March. <i>Forrest Cafe</i> in Kenilworth generously supported us with a venue space and refreshments for our girls. We were grateful to receive office equipment from <i>NFU mutual</i>. We are supported by numerous local churches in Leamington, Warwick, Kenilworth, and surrounding villages. These churches have provided us with venues, prayer support, volunteers, and monetary donations.
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		We are fortunate to continue to receive referrals for our services through <i>Early Help</i> support, schools, parents, GPs, and social and youth workers. We continue to be affiliated with <i>Thirtyone:eight</i> who provide us with invaluable safeguarding resources and DBS processing. Fundraising Flourish has invested significantly in fundraising opportunities over the past year in order to develop income streams. A freelance fundraising consultant was enlisted to help us develop a strong pipeline of donors, a three-year fundraising strategy, and a whole-team approach to income generation. We have also invested in ourselves by participating in various training programmes and have a plan to introduce our first CRM system. Flourish ran a prosperous fundraising campaign over the Christmas period, where we debuted our first major event: Christmas wreath-making as well as Christmas pudding evenings where attendees could enter a raffle. Other fundraising activities throughout the year included a quiz and challenge event. We also increased the amount of grant applications we sent out, and as a result, are thrilled to share that we were successful in securing a significant multi-year grant, along with a number of awards that will help us meet our core costs. Finally, we invested in more effective stewardship for all our supporters and have begun to reap the benefits, which we believe will only continue to flourish. Some more feedback and lived testimony! Mentee B (aged 16) 1:1 mentoring <i>"The best thing about mentoring has been having someone to talk to and help understand why certain things are how they are and how to change negatives into positives. I have learnt to overcome my fears by using healthy ways and it has helped me improve my stability for lots of things like socialising and looking for positives in negative situations."</i>
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		Mentee E (aged 16) 1:1 mentoring <i>"It's helped me respect myself and take care of myself. To ask for help when I need it. I have learnt there are lots of people around me who I can reach out to for help."</i> Mentee K (aged 13) 1:1 mentoring <i>"I have learnt to keep my emotions under control and I now have better friendships and relationships with family. Mentoring has helped with my schoolwork and reduced my drama/anger. I found mentoring calming, it helps and I would recommend it to a friend."</i> Mentee T (aged 14) 1:1 mentoring <i>"The best thing about mentoring has been being able to speak to someone without feeling judged... I would recommend Flourish mentoring to others so that they know they are not alone."</i> Mentee J (aged 11) 1:1 mentoring <i>"Before I did Flourish I was a really shy person and I struggled a lot at school with friendships and my emotions. A lot has changed since the start and I look at myself in a more positive way now! I have definitely become more confident and I'm happy with the choices I'm making. Flourish has definitely helped me so much and it's such a fun thing to do!"</i> Parent of Mentee B (aged 13) 1:1 mentoring <i>"...a huge thank you to you and [the mentor] for the work that you did.... She really enjoyed the sessions and I think she really benefited from them, particularly helping with her confidence. [She] is definitely using some of the strategies that you have taught her to communicate how she feels which is great."</i> Parent of Mentee E (aged 12) 1:1 mentoring <i>"I was very impressed with the work that was done and really appreciated the support and mentorship that [the mentor] has</i>
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		<i>given... It has made things a lot easier for us all as a family and helped [her] enormously at school."</i> Parents of Mentees, on the necessity of Flourish support: <i>"I only wish it was on the curriculum for all young girls. As I hear a lot of her friends' trials and tribulations."</i> <i>"I will continue to signpost your support to other girls and their families"</i> From participants of the Rebuild programme and Flourish course: <i>"The best thing about doing the course was having someone I could trust with personal things. It boosted my self-esteem in a big way. I found it particularly helpful to be able to talk through strategies to deal with difficult emotions. The course helped me to think more positively and how to deal with situations. It stopped me from feeling overloaded with stress and emotion. I would recommend the course to a friend."</i> <i>"Through the course I have learnt to be more confident and to be kind to myself. It has helped me to build my friendships."</i> <i>"I've enjoyed the course, since I've been doing it, I have noticed a change in my behaviour. I enjoyed the crafts as they were a good way to express my feelings without having to talk about it. It has definitely helped me a lot."</i> From our volunteer mentors: <i>"All went really well... Surprised how emotional it was... I'm sad I won't be seeing her again. Loving mentoring though."</i>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have measured outcomes over the year in order to objectively report on the impact our services have on our beneficiaries. We used the <i>Rosenberg Self-Esteem Scale</i> and the <i>Warwick-Edinburgh Mental Wellbeing Scale</i> .
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total receipts for the year were £121,301 £24,980 (21% of income) was gratefully received from the following trusts and foundations in restricted grants: £3,960 The Newfield Trust £7,000 The Anchor Foundation £1,200 Kenilworth Round Table £3,000 Souter Trust £100 The Blakemore Foundation £2,120 Michael Marsh Charitable Foundation £7,600 Benefact Trust Similar to the previous year where we received £6084, this year, we received £6,674 in donations from local churches and organisations. Flourish also gained £6,239 through fundraising this year which is 5 times the amount raised last year. £59,733 (49% of our income) came in through generous individual one-off or regular gifts, donations and unrestricted grants from trusts and foundations. The split was as follows: £12,500 The Trusted Executive £10,000 Society for the Holy Child Jesus £4,000 Albert Hunt Trust £1,500 Edgar E. Lawley Foundation £3,000 Warwickshire Police Community Fund £2,500 Warwickshire Public Health £500 WA Cadbury This total has more than doubled versus last year.
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		We received £17,933 (15% of income) in service charges and contributions from schools/agencies and caregivers. This is up £6,502 (5% of income) from last year. This is a result of increasing our delivery capacity, especially with one-to-one mentoring, and developing partnerships with new schools. Flourish has expended £122,527 this year. The costs of salaries and resources to run our programmes made up the majority of our expenditure, as well as investment in fundraising this year. We have been fortunate to have low overhead costs this year, due in part to a favourable rental agreement with our landlords.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves Policy It is the policy of Flourish to maintain a balance of funds which equates to at least four months of normal operational costs. The balance held at the end of the year exceeds this (£86,042)
Amount of reserves held	Para 1.22	£86,042
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Grants and donations are currently our main source of funds.
Investment policy and objectives including	Para 1.46	

any social investment policy adopted		
A description of the principal risks facing the charity	Para 1.46	The Trustees and Directors have reviewed the risks to which a small charity operating with a few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with activities have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised. The biggest risks we review on a regular basis and what we do to prepare for them: The risk of Flourish becoming insolvent due to funding shortages - We have a reserves policy and a funding strategy in place to find funds from a range of sources. The negatives associated with lone working, for staff and volunteers - We have a lone working policy and procedures volunteers are trained to follow. Data and information leaks - We have reviewed the way we process, manage and store confidential data. Unprofessional and/or unsafe behaviour from staff and volunteers - We have a safer recruitment policy and procedures, a disciplinary policy, and a code of conduct that we expect all staff and volunteers to adhere to. Full training and supervision support are provided and all risks considered as part of this.

Structure, Governance and Management

Description of charity's trusts:		
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Type of governing document (trust deed, royal charter)	Para 1.25	Constitution last amended 22/04/2016.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	You Can Flourish is a Charitable Incorporated Organisation (CIO).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with two Flourish trustees, including the Chairperson, where they have the opportunity to ask further questions and introduce themselves. If there is a clear synergy, the person is invited to become a trustee based on the votes of existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	We are members of <i>Thirtyone: eight</i> who we use for resources and consultancy on safeguarding matters and for our DBS processing.
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address	Flourish, 2 Radford Road, Leamington Spa, CV31 2SN

Names of the charity trustees who manage the charity

	Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Miss Kate Munday	Chair	Resigned December 22	
2	Mrs Rachel King		Resigned November 22	
3	Mr Phil Swards			
4	Mrs Charlotte Lockyer			
5	Mr Chris Rogers		Resigned February 23	
6	Mrs Jen Stewart		Appointed May 22	
7	Mrs Lucy Clarke		Appointed May 22	
8	Mrs Johanna Faherty		Appointed May 22	

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Mrs Charlotte Bevan and Mrs Jenny Dean

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Receipts and payments accounts

For the period from

01/04/2022 To

31/03/2023

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from Churches/Organisations (260)	6,674	-	-	6,674	6,084
Individual Donations (261)	16,651	-	-	16,651	17,321
Regular Donations (260)	9,082	-	-	9,082	8,768
Restricted Grants (250)		24,980	-	24,980	57,311
Services Courses (201)	11,050	-	-	11,050	2,250
Services Mentoring (200)	6,883	-	-	6,883	4,252
SMP Reclaim (290)		-	-		-
Unrestricted Grants (251)	34,000	-	-	34,000	24,700
Fund raising	6,239	-	-	6,239	1,178
GAD Reclaim	5,741			5,741	6,165
Sub total(Gross income for AR)	96,321	24,980	-	121,301	128,029
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	96,321	24,980	-	121,301	128,029
Total receipts	96,321	24,980	-	121,301	128,029
A3 Payments					
Telephone & Internet (489)	1,315	-	-	1,315	518
Mileage (493)	239	133	-	372	402
Staff Development (480)		-	-		1,007
Volunteer Costs (464)	18	567	-	585	554
Advertising & Marketing (400)	1,963	130	-	2,093	991
Fundraiser Fee (412)	12,022	-	-	12,022	-
Other Admin (425)	1,109	-	-	1,109	519
Insurance (433)	840	-	-	840	531
Stationery/Equipment (461)	545	581	-	1,126	2,494
IT Software and Consumables (463)	903	1,695	-	2,598	480
Material Costs (462)	962	1,787	-	2,749	2,474
NI/Pensions/Payroll (482)	6,125	-	-	6,125	7,971
SMP Salary (476)		-	-		151
Office Overheads (469)	8,250	600	-	8,850	4,542
Salaries (477)	50,638	29,673	-	80,311	58,424
Refunds (495)	-	-	-		-
Charity Development (496)	256	-	-	256	897
Training & Development (481)	2,176	-	-	2,176	205
	-	-	-		-
	-	-	-		-
Sub total	87,361	35,166	-	122,527	82,159
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	87,361	35,166	-	122,527	82,159
Net of receipts/(payments)	8,959	-10,186	-	-1,226	45,870
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	55,604	31,664	-	87,268	41,398
Cash funds this year end	64,563	21,479	-	86,042	87,268

Section B Statement of assets and liabilities at the end of the period

Categories

Details

Unrestricted funds
to nearest £

Restricted funds
to nearest £

Endowment funds
to nearest £

B1 Cash funds

64,563
64,563

21,479
21,479

Total cash funds

balances with receipts and payments account(s))

Agreed total OK

Restricted funds
to nearest £

Endowment funds
to nearest £

B2 Other monetary assets

-

-

B3 Investment assets

Cost (optional) Current value (optional)

-

-

B4 Assets retained for the charity's own

Cost (optional)

Current value (optional)

-

-

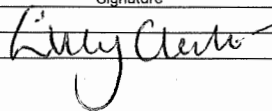
B5 Liabilities

-

Signed by one or two trustees on behalf of

Signature

Date of approval



26-9-2023



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
You Can Flourish

On accounts for the year
ended

31st March 2023

Charity no
(if any)

1166721

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2023**.

Responsibilities and
basis of report

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

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

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed:

J Gates

Date:

10/08/2023

Name:

Jennifer Gates

Relevant professional
qualification(s) or body
(if any):

ACA; ICAEW

Address:

9 Lakin Drive, Bishop's Itchington

CV47 2TE

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

YOU CAN FLOURISH

England & Wales - Charity number 1166721

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/21 Period start date To 31/03/22 Period end date

Charity name: You Can Flourish

Charity registration number: 1166721

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Objects of the Charity ➤ To promote and protect the good health and wellbeing of young women and girls in particular, but not exclusively, in Warwickshire and the surrounding areas. This is done through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving the girls' self-esteem, relationships, and resilience; and increasing their active participation in their communities. ➤ To advance the Christian faith in accordance with the statement of faith.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Flourish aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Flourish. Flourish's vision is to see a generation of girls aged 11-18 set free to Flourish to their full potential. Our area is defined as Warwickshire. In order to carry out these purposes we deliver services that aim to improve self-esteem and mental and emotional wellbeing. We deliver 3 types of programmes: 1. Flourish Course: a group programme for schools and community settings. A group of up to 12 girls at a time for 8 sessions of 1 hour each with 2-3 female leaders. This course focuses on issues and pressures girls commonly face and empowers with resilience building tools. Topics include: self-esteem, personal strengths, body image, friendships,

		sex/consent/relationships, managing emotions and raising aspirations. The group time provides a safe space for girls to explore and discuss these issues. Girls find sharing and peer support helpful and informative, reducing social isolation and improving social skills. Groups are most often delivered in schools. Staff refer girls onto a course based upon presentation of issues or low self-esteem and wellbeing in school. This course is designed as an early intervention tool. 2. Rebuild – Group Mentoring Programme A new course designed this year in response to the Covid-19 pandemic. This is a 7-session programme focussed on emotional resilience, and uses Cognitive Behaviour Therapy techniques; thoughts, feelings and behaviours. Rebuild is designed to be more targeted and intensive support, and the sessions focus on understanding emotions and building emotional resilience. 3. One-to-one Mentoring: We match individual girls with a suitable mentor (staff or a volunteer). Our mentoring programme can be personalised to individuals to offer them the best possible support. Sessions last up to an hour on a weekly basis. One-to-one support allows each girl to have a safe space to explore the issues and challenges they are facing, supporting girls get to where they want to be. Personalised resources created by Flourish are used to drive effective one-to-one mentoring that supports positive mental wellbeing and helps young girls to flourish – gaining a higher self-esteem and stronger emotional resilience. This 12-session programme has been designed to follow a framework that: ● Provides a safe space for girls to explore and talk about the issues and pressures they are facing. Girls feel less isolated and more empowered to overcome some of these issues with the support and encouragement of a mentor. ● Proactively improves self-esteem. We have observed that in most referrals, low self-esteem is a root cause or a perpetuating factor affecting wellbeing. Self-worth and value are key themes weaved through our programme.
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		When girls start to hold their heads a little higher, they are more empowered to begin making changes for positive wellbeing in their lives and try new things. • Equips girls with tools and strategies to cope. Mentors help girls learn resilience building tools to cope with the specific issues and pressures they are facing e.g. to manage difficult emotions better. • Raises aspirations. Mentors help girls to look ahead, make great choices for their lives and begin to make small steps and changes towards a more positive wellbeing and future. Through our courses and mentoring, we typically work with girls who present with low self-esteem and issues affecting wellbeing e.g. low aspirations, anxiety, depression, self-harm, at risk of child sexual exploitation, anger issues, friendship difficulties and challenging emotions. Flourish also provides a Flourish Course+. This is a group programme for girls in Christian contexts. We adapt the above Flourish Course for suitability in a church youth group context. Here we use biblical teaching to support girls in understanding their unique worth and explore the issues and pressures they face in the context of Christian beliefs. This hasn't been run in the last year, but the resources and training is available if and when required. The Flourish Advisory Board (FAB) is made up of girls who have been supported by Flourish mentoring or groups. The group gives feedback, and shares their lived experience to input into the services, resources and training we deliver. Flourish has an Online Resource Hub. This is an online store of Flourish-created resources including video tutorials, self-esteem and wellbeing activities. The Hub is available for parents and girls who are waiting to use our services or would like to continue to use Flourish resources after support has been completed.
Statement confirming whether the trustees have had regard to the guidance issued	Para 1.18	In planning the activities of Flourish, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission, last updated September 2014.

by the Charity Commission on public benefit		
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Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	23 volunteers from the local community supported our work, including regular mentoring and group leading, and 1 administrative volunteer and 1 graphic design support. The majority of mentoring sessions are volunteer led. Group sessions are led by a staff member with the help of up to 2 volunteer leaders. Volunteer mentors regularly form focus groups to provide feedback of resources and mentoring impact. This in turn shapes the development of Flourish mentoring resources.
Other		

Achievements and Performance

	SORP reference	
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Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	April 1st 2021 - March 31st 2022 From the beginning of the financial year, schools have been in recovery from covid. As things turn back to “normal”, schools reopen their doors, and children return to busy corridors, Flourish have been working hard to ensure that the mental health and wellbeing of the girls is a top priority. We are proud to have continued supporting girls aged 11-18 in our local area through a global pandemic and into a recovery stage. By September 2021, all schools had welcomed Flourish back in to do face-to-face sessions, although we also have a Zoom function available where needed. Flourish has been working in 11 local schools this year. We have moved to a new rented office within the local area, to gain space for our expanding team. This is needed as we have had 12 new volunteers join our team this year. The ‘Resource Hub’ has continued to expand, becoming a large source of information and resources for parents, young people and schools. Our ‘Rebuild course’ which is focused on emotional resilience and developed in 2020, has remained a key asset to our charity and we’ve delivered more courses of Rebuild than our original Flourish Course. Every school we have worked with this year has noted the pandemic legacy on emotional and social development, and have cited both Rebuild and Flourish courses as a crucial provision in overcoming these challenges. Flourish highlights in numbers: ● We have been privileged to work with 177 girls over the last financial year, which is more than double the year before. ● 67 girls accessed one-to-one mentoring support. This is an increase from 31 last year. ● 11 Rebuild Courses were delivered across local schools, and a total of 54 girls completed a Rebuild course. ● 9 Flourish Courses were delivered in schools for 56 girls. This has increased from 1 of these courses last year.
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		• The number of referrals to Flourish more than doubled this year compared to the previous year. • We recruited 12 new volunteer mentors/course leaders. • We worked across 11 local secondary schools. Mentoring Referral Needs Of all our mentoring referrals last year, these were the percentage of referrals which cited different risks and issues faced by the girls: • 83% of referrals cited low self-esteem • 47% self-harm • 40% anxiety • 40% friendship problems • 27% suicidal thoughts • 23% low level depression/low mood • 21% social isolation • 21% had experience a recent loss or bereavement • 11% problems with food/eating • 16% anger or aggression issues • 6% at risk of child sexual exploitation Discussion of Referrals: This year we have had 90 referrals to Flourish, more than double the previous year. However, the number of mentoring sessions we were able to deliver increased by only 50% on the year before. This is due mostly to covid-related absences, affecting both the girls and our volunteers/staff members. 9 girls stopped mentoring after 6 or less sessions. 6 of those were after one or two sessions. The main reason behind this was that the girls required a higher level of support. The second reason was poor attendance. The source of referrals has shifted. In 2020-21, two-thirds of our referrals came from the community. This year 2021-22, two-thirds of referrals are instead coming from local schools. This is due to schools re-opening. Three highest listed reasons for referring for mentoring in referral forms were low self-esteem, anxiety and self-harm with friendships coming in a close fourth. This is very similar to last
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year, except far fewer referrals are stating 'social isolation', which makes sense following the pandemic restrictions easing.

We use our data collection (such as the statistics above) to ensure that services are being reached by those who are socially or financially excluded. It is vitally important that support for anxiety, self-esteem and mental health is accessible to all girls. We know that 24% of girls we work with have Special Educational Needs, 12% are looked after Children, 21% have social worker involvement, 16% receive early help intervention and 19% receive pupil premium (2021/22). Flourish strives to provide resources and support for all girls despite any of these factors.

Outcomes

We have measured outcomes over the year in order to report the impact our services have on our beneficiaries. We use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh Mental Wellbeing Scale. We also ask girls to use a 10-point scale to measure their satisfaction in certain areas of their lives as shown below.

Outcomes – Mentoring	This year (21/22) % Girls improved	Last year (20/21) % Girls improved
Increased Self-esteem	82%	67%
Improved mental wellbeing	86%	67%
More satisfied with own appearance.	60%	89%
More satisfied with friendships.	43%	55%
Making safer choices.	46%	11%
Raised aspirations.	67%	78%
Happier at school.	64%	40%
Achieving more at school.	73%	78%

Discussion of data:

We are encouraged to see a large increase in those girls having improved self-esteem and mental wellbeing following Flourish mentoring, compared to last year. We have supported many girls

	whose mental and emotional health was dramatically impacted through the covid pandemic and are now recovering. It is also great to see that 64% of the girls mentored felt happier at school following Flourish interaction than before. This will be an increase on the previous year due to schools having opened and restrictions being lifted. Partnerships Rosalind Franklin Lab, UK Sedation, Harringtons on the Hill, Love Ballet and Soroptomists (Kenilworth) have all supported us through fundraising and sponsorship. Vicki Wellbeing Focus has provided coaching and matched our Directors with other local business owners. Can I Have A Word supported us with Tone of Voice work, which began in early 2022 and is ongoing. The Kenilworth Centre has supported us with resources and commissioning of our work. Make Good Grow have supported us by matching us with professional services, and also featured a Flourish Director on their International Women's Day podcast. We have continued to get referrals through Early Help support, schools, parents, GPs, social workers and youth workers. We continue to be members of Thirtyone:eight who support us with safeguarding resources, consultancy and DBS processing. Anecdotal feedback: Referrer [Mum] comments on the digital mentoring received by her daughter J, aged 13: "Being able to discuss relationships and difficult situations at school was the most useful/valuable thing about mentoring. The service we received was excellent - and no improvements could have been made. Thank you for your support." Mentee J, aged 13, received digital mentoring: "The best thing about mentoring has been learning new ways to cope in stressful situations. I learned to challenge negative thoughts and put them in the dump. I learned ways to cope with anxiety like deep breathing, stroking pets, drawing and
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	observing something in your mind. I learned that looks isn't everything – it's all about personality. It felt hard to open up at first but I did, and I felt better. I would recommend Flourish mentoring to a friend because it really helped my self-esteem and anxiety." Mentee T, aged 14, received face to face mentoring: "The best thing about mentoring has been talking about my problems. It has helped me to control my emotions and anger better. My mentor is very kind and helps me a lot." Mentee H, aged 15, received mixture of face to face and digital mentoring: "I have learnt to love myself and grow my confidence to be happy with who I am and my appearance. I now have a different mindset and outlook on everything which has made me more happy as a person, because of the mentoring and all the things we discuss and activities that we do!" I would recommend mentoring to a friend because it was really helpful and changed me into a completely different person (for the better)." Mentee L, aged 14, received digital mentoring: "The best thing about mentoring has been being able to talk to someone new. I have learnt to accept myself for who I am. Before mentoring I didn't like accepting things I couldn't do or wasn't good at. But now I can accept those things and just get on with life." Mentee D, aged 14, received face-to-face and digital mentoring: "I feel better about myself, have more confidence and have learned coping methods. I let my feelings out which I don't a lot. I have learned to express my feelings." Assistant SENDCO at a local school: "D tells me she finds the mentoring sessions very helpful and her Mum has noticed a difference too." Mentee N, aged 13 "It has helped me because it has given me ways to cope with any problems. It has also taught me a lot about myself. I have learnt how to deal with emotions and different situations. I have changed because I have got to know myself and how I see stuff." Head of Year, Trinity School: "Thank you again from all of us here at Trinity for your invaluable support to our students." Feedback from mentor half way through the mentoring programme about mentee T, aged 15: "I feel T is connecting the dots re her emotions and talking about them more which is lovely to see" Head of Year, Trinity School: "F, aged 15 who is working with [mentor] is so happy and loving the sessions, even after just 3!"
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		Mentee B, aged 14: “The best thing about mentoring was the activities and being able to talk to someone. It has helped because I have someone to talk to about my problems and they understand. I have learnt to love myself and be a lot more confident.” Mentee E, aged 15: “The best thing about mentoring was having someone to listen to me.” Mentee D, aged 13: “I’ve been able to cope better because of the Flourish sessions.” Mentee F, aged 15: “Throughout mentoring I have learnt healthy ways to cope with my emotions, particularly stress and why these things happen. This has enabled me to control how I react in situations. My confidence has also developed. I’m still trying and have a little way to go but I have been given the things I need to make that change. My mentor has been so lovely and kind and this allowed me to feel comfortable in opening up to her, giving me another person I trust to talk to. She made me feel so welcome and this allowed me to enjoy sessions, taking on board strategies, sharing my thoughts and making a change. I would absolutely recommend mentoring to a friend! The support I received was amazing and I now feel like I have been equipped with some life skills to help me.” Mental Health Lead, North Leamington School: “Thanks so much for your continuing wonderful work you all do with our young people.” Mentee T, aged 16: “The best thing about mentoring is that I can talk to someone I trust and they will help me find a solution. Mentoring has helped me feel a lot more confident. I feel more alive and happy and I like myself more. I think twice most of the time. I do more things with my parents and have a better relationship with them. I revise more. I am better with friendships. I am more confident with school and with my future. I also share things with my friends about Flourish. I enjoyed coming and have already recommended Flourish to my friends because it helps with confidence and self-esteem”
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have measured outcomes over the year in order to report the impact our services have on our beneficiaries. We use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total receipts for the year were £128,029. Therefore income was up 62% from the previous year, in which income was £79,257. £57,311 (44% of income) came from the following Restricted grants: £1,000 – Midcounties Coop – Coop Funding £9,750 – All Churches Trust £4,000 – Newfield Trust £9,952 – Warwickshire County Council – Mental wellbeing and Resilience fund £368 – Groundwork £1,910 – Warwick District Council £30,331 – Heart of England We received £6,084 in donations from local churches and organisation. This is similar to last year (£6,000). Flourish also gained £1,178 through fundraising this year. £26,089 (20% of our income) came in through unrestricted voluntary income gifts and donations, from the generosity of individual donors. This is up from £12,207 last year. We received £6,502 (5% of income) in service charges and contributions from schools/agencies and parents. This is up from £3,298 (4.2% of income) last year. This is due to schools reopening this year. However, it's still a small portion of our income, demonstrating an continued reliance on grant income.
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		In the pursuit of the vision set out above, Flourish has expended £82,159 this year. The costs of salaries and resources to run our programmes made up the majority of our expenditure. We also pay £250 a month for our rented office space.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves Policy It is the policy of Flourish to maintain a balance of funds which equates to at least four months of normal operational costs. The balance held at the end of year of £87,268 exceeds this.
Amount of reserves held	Para 1.22	£87,268
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Grants and donations are currently our main source of funds.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	The Trustees and Directors have reviewed the risks to which a small charity operating with a few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with activities have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised. The biggest risks we review on a regular basis include: • Funding shortages whereby Flourish becomes financially unviable. We have a reserves policy and a

		funding strategy in place to find funds from a range of sources. ● Lone working for staff and volunteers. We have a lone working policy and procedures volunteers are trained to follow. ● Leaks of confidential data and information provided by volunteers and service users. We have reviewed the way we process, manage and store confidential data. A full GDPR compliance review will take place annually. ● Staff/ volunteers not working professionally or overstepping safeguarding or good practice boundaries. We have a safer recruitment policy and procedures, a disciplinary policy and a code of conduct that we expect all staff and volunteers to adhere to. Full training and supervision support are provided and considers these risks.
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Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution last amended 22/04/2016.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	You Can Flourish is a Charitable Incorporated Organisation (CIO).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with 2 Flourish trustees including the Chairperson, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a trustee based upon the voting of existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	We are members of Thirtyone:eight who we use for resources and consultancy on safeguarding matters and for our DBS processing.
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address	Flourish, 2 Radford Road, Leamington Spa, CV31 2SN

Names of the charity trustees who manage the charity

	Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Miss Kate Munday	Chair		
2	Mrs Rachel King			
3	Mr Phil Sowards			
4	Mrs Charlotte Lockyer			
5	Mr Chris Rogers		Appointed 09/03/2022	

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Mrs Charlotte Bevan and Mrs Jenny Dean
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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Receipts and payments accounts

CC16a

For the period
from

1/4/2021

To

31/3/2022

Section A Receipts and payments

	Unrestricted to the nearest £	Restricted to the nearest £	Endowment to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from Churches/Organisations	6,084	-	-	6,084	6,000
Individual Donations (261)	17,321	-	-	17,321	3,058
Regular Donations (260)	8,768	-	-	8,768	9,148
Restricted Grants (250)	-	57,311	-	57,311	42,742
Services Courses (201)	2,250	-	-	2,250	1,380
Services Mentoring (200)	4,252	-	-	4,252	1,963
SMP Reclaim (290)	-	-	-	-	6,708
Unrestricted Grants (251)	24,700	-	-	24,700	4,473
Fund raising	1,178	-	-	1,178	-
GAD Reclaim	6,165	-	-	6,165	3,785
Sub total (Gross income for	70,718	57,311	-	128,029	79,257
A2 Asset and investment sales,					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	70,718	57,311	-	128,029	79,257

A3 Payments

Telephone & Internet (489)	518	-	-	518	166
Mileage (493)	402	-	-	402	368
Staff Development (480)	1,007	-	-	1,007	78
Volunteer Costs (464)	159	395	-	554	687
Advertising & Marketing (400)	991	-	-	991	10
Fundraiser Fee (412)	-	-	-	-	1,000
Other Admin (425)	519	-	-	519	1,210
Insurance (433)	531	-	-	531	531
Stationery/Equipment (461)	1,484	1,010	-	2,494	472
IT Software and Consumables (463)	480	-	-	480	523
Material Costs (462)	914	1,560	-	2,474	3,352
NI/Pensions/Payroll (482)	7,971	-	-	7,971	5,302
SMP Salary (476)	151	-	-	151	6,377
Office Overheads (469)	4,008	533	-	4,542	2,400
Salaries (477)	35,428	£22,995.97	-	58,424	41,944
Refunds (495)	-	-	-	-	-
Charity Development (496)	897	-	-	897	-
Training & Development (481)	205	-	-	205	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	55,665	26,494	-	82,159	64,421

A4 Asset and investment

	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	55,665	26,494	-	82,159	64,421

Net of receipts/(payments)

	15,053	30,817	-	45,870	14,836
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	27,042	14,356	-	41,398	26,562
Cash funds this year end	42,095	45,173	-	87,268	41,398

Section B Statement of assets and liabilities at the end of the period

Categories

Details

Unrestricted
to nearest £

Restricted
to nearest £

Endowment
to nearest £

B1 Cash funds

	-	-	-
	-	-	-
	-	-	-
Total cash funds	-	-	-

(agree balances with receipts and payments account(s))

Agreement Error

Agreement Error

OK

Unrestricted funds
to nearest £

Restricted funds
to nearest £

Endowment funds
to nearest £

Details

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

Details

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

Details

B5 Liabilities

Details	Fund to which	Amount due	When due
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on

Signature	Print Name	Date of
	KATE MUNDAY	09/09/22



Section A

Independent Examiner's Report

Report to the trustees/
members of

You Can Flourish

On accounts for the year
ended

31/03/2022

Charity no
(if any)

1166721

Set out on pages

1-2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2022**.

Responsibilities and
basis of report

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

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

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

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

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

Signed:

J Gates

Date:

29/06/2022

Name:

Jennifer Gates

Relevant professional
qualification(s) or body

ACA; ICAEW

Address:

9 Lakin Drive, Bishop's Itchington

Southam, Warwickshire

CV47 2TE

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

YOU CAN FLOURISH

England & Wales - Charity number 1166721

Accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/20 **Period start date** **To** 31/03/21 **Period end date**

Charity name: You Can Flourish

Charity registration number: 1166721

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Objects of the Charity ● To promote and protect the good health and wellbeing of young women and girls in particular, but not exclusively, in Warwickshire and the surrounding areas. This is done through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving the girls' self-esteem, relationships, and resilience; and increasing their active participation in their communities. ● To advance the Christian faith in accordance with the statement of faith.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in	Para 1.17 and 1.19	Flourish aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Flourish. Flourish's vision is to see a generation of girls aged 11-18 set free to Flourish to their full potential. Our area is defined as Warwickshire. In order to carry out these purposes we deliver services that aim to improve self-esteem and mental and emotional wellbeing. We deliver 4 types of programmes:

the accounts.

1. Flourish Girls' Course: a group programme for schools and community settings.

A group of up to 12 girls at a time for 8 sessions of 1 hour each with 2-3 female leaders.

This course focusses on issues and pressures girls commonly face and empowers with resilience building tools to help. Topics include: self-esteem, personal strengths, body image, friendships, sex/consent/relationships, managing emotions and raising aspirations.

The group time provides a safe space for girls to explore and discuss these issues. Girls find sharing and peer support helpful and informative.

Groups are most often delivered in schools. Staff refer girls onto a course based upon presentation of issues or low self-esteem and wellbeing in school.

2. Flourish Girls' Course+: a group programme for girls in Christian contexts.

We adapt the above Flourish Girls' Course for suitability in a church youth group context. Here we use biblical teaching to support girls in understanding their unique worth and explore the issues and pressures they face in the context of Christian beliefs.

3. Rebuild - Group Mentoring Programme

A new course designed this year in response to the Covid-19 pandemic. This is a 6-session programme focussed on emotional resilience, and uses Cognitive Behaviour Therapy techniques; thoughts, feelings and behaviours. Rebuild can be delivered online or in person.

4. One-to-one Mentoring

We match individual girls with a suitable mentor (staff or a volunteer). Our mentoring programme can be uniquely tailored to individuals to offer them the best possible support. Sessions last up to an hour on a weekly basis. One-to-one support allows each girl to have a safe space to explore the issues and challenges they are facing.

This 12-session programme has been designed to follow a framework that:

- Provides a safe space for girls to explore and talk about the issues and pressures they are facing. Girls feel less isolated and more empowered to overcome some of these issues with the support and encouragement of a mentor.
- Proactively improves self-esteem. We have observed that in most referrals, low self-esteem is a root cause or a perpetuating factor affecting wellbeing. Self-worth and value are key themes weaved through our programme. When girls start to hold their heads a little higher, they are more empowered to begin making changes for positive wellbeing in their lives and try new things.
- Equips girls with tools and strategies to cope. Mentors help girls learn resilience building tools to cope with the specific issues and pressures they are facing e.g. to manage difficult emotions better.
- Raises aspirations. Mentors help girls to look ahead, make great choices for their lives and begin to make small steps and changes towards a more positive wellbeing and future.

Through our girls' course and mentoring, we typically work with girls who present with low self-esteem and issues affecting wellbeing e.g. low aspirations, anxiety, depression, self-harm, at risk of child sexual exploitation, anger issues,

		friendship difficulties and challenging emotions. 5. Wellbeing Drop-In ● Open access lunch time school based group. Girls can drop in one lunch time a week to creatively explore mental wellbeing and have a mentor on hand to talk to if they needed. We were not able to run this due to the pandemic and school closures. We hope to start this up again next financial year.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In planning the activities of Flourish, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission, last updated September 2014.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including	Para 1.38	

program related investment		
Contribution made by volunteers	Para 1.38	21 volunteers from the local community supported our work, including regular mentoring and group leading and 1 administrative volunteer and 1 treasurer. The majority of mentoring sessions are volunteer led. Group sessions are led by a staff member with the help of up to 2 volunteer leaders.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	The year of the pandemic! April 1st 2020 - March 31st 2021. The year no one saw coming! From the very beginning of the last financial year, with schools closed and social distancing measures in full swing, we swiftly orientated ourselves to focus on new priorities; adapting our services to the "new normal". Despite the uncertainty and constant changes we have had to make, we are so proud of our team of staff and volunteers, who have worked tirelessly to adapt the way we do things and remain "open" to supporting girls aged 11-18 through this turbulent time. • Flourish remained "open" to supporting girls aged 11-18 with low self-esteem and/or mental wellbeing needs; through adapting our services

		between online and face-to-face support as restrictions allowed. • A "Resource Hub" was created on our website to support girls, parents and schools through accessible wellbeing support resources, available to view or download. A further resource hub was created to assist our mentor team in delivering creative online mentoring. • A new course was designed to support emotional resilience, in response to what girls were telling us they needed during lockdown. "Rebuild" was initially developed for online delivery and then adapted to work face-to-face with small groups in schools in a Covid secure way. We have seen a significant uptake of this programme. • During the second round of school closures, we sent 46 "self-care" packages in the post to all the girls we were working with. These parcels in the post included small gifts and activities encouraging strategies for emotional resilience. • We have expanded our volunteer team with a further 6 new mentors and groups course leaders. ● We continued to work towards replicating our resources and building contacts and in order to support and equip churches and organisation across the UK to reach out to girls in their local communities. We are also now working towards replicating our Rebuild Course with several successful pilots this year. Our resource hub has proved to be a successful method of sharing resources to other's who need them. Mentoring Referral Needs: 50% referrals cited social isolation 50% self-harm 52% anxiety 50% low self-esteem 10% at risk of child sexual exploitation 40% friendship problems
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fundraising campaign.

In March 2021, our **waiting list for mentoring was 22 girls**. This has hit an all-time high.

We recruited **5 new volunteer mentors/course leaders**.

We worked across **8 local secondary schools**.

We have measured outcomes over the year in order to report the impact our services have on our beneficiaries. We use the

We use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh Mental Wellbeing Scale. We also ask girls to use a 10-point scale to measure their satisfaction in certain areas of their lives as shown below.

Outcomes - all projects	This year % Girls improved	Last year % Girls improved
Increased Self-esteem	67%	77%
Improved mental wellbeing	67%	89%
More satisfied with own appearance.	89%	60%
More satisfied with friendships.	55%	54%
Making safer choices.	11%	37%
Raised aspirations.	78%	85%
Happier at school.	40%	58%
Achieving more at school.	78%	52%

Discussion of data:

We are encouraged that despite the challenges of

		delivering one-to-one and group mentoring during the Covid-19 pandemic we have continued to see improvements across each area of girls lives. These changes have however been less significant than the year before, particularly with girls mental well being and self esteem. A large proportion of the results reflected above were for girls who completed their initial questionnaire before the pandemic started and their second questionnaire mid pandemic which had an impact on results. We supported some young people whose mental and emotional health dramatically suffered through the pandemic. A Young Minds survey in July 2020 showed that 83% of young people with an existing mental health need saw this worsen when schools shut. We have seen this reflected in an increase in level of need in our referrals; the number of girls being referred with suicidal thought has doubled during the pandemic. We are proud to have continued supporting girls through each of the covid lockdowns, however there have been long breaks in some girls mentoring journey due to changes in national rules, school closures, isolation periods and technology failures (in girls homes). These breaks have again had an impact on results. Partnerships We have continued our partnership with Lifespace Trust (an established local mentoring charity) who provided a full day of training for our volunteer mentors. We continue to use them for reference and support. Our directors meet a senior Lifespace staff member regularly to share ideas and developments. One of our directors receives supervision from Lifespace. We have continued to get referrals through Early Help support, schools and parents and youth workers. We continue to receive office space and facilities
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		including printing from Life Charity in Leamington Spa. We continued to be supported through coaching and a residential (online) by the Cinnamon Network as part of the 2-year project Lab, supporting us in replication work. We continue to be members of Thirtyone:eight who support us with safeguarding resources, consultancy and DBS processing. Anecdotal Feedback Carer of mentee F, aged 14 about digital mentoring: <i>"She's really enjoying the mentoring. I'm learning as well as her I think, so it's helping and I'm seeing a different side to her."</i> Dad of mentee H, aged 14 regarding digital mentoring: <i>"She seems positive when she comes off (the call), she is enjoying it. It's what she needs right now and it's all going in the right direction."</i> Rebuild Parent: <i>The course came at a very helpful time for us as it was helpful to have it running during the summer months when school is shut. The course offered a discrete opportunity for my daughter to engage in a positive process that I feel has benefited her wellbeing before returning to school.</i> Feedback from mentee, F aged 15, received mentoring face to face and over Zoom: <i>"I have learnt to see a new side to myself in a sense of self-worth and the positives of myself. Seeing it written down and on sheets makes you realise the focus is on you and you can't control what others think. You should be your number 1. When I look</i>
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back at my journal I can see a more positive side to myself and believe the qualities about myself."

Feedback from mentee N, aged 13, received face-to-face and digital mentoring:

"Both my daughter and I feel that the support and service you provide is amazing and therefore we feel no improvement is needed. Even during a worldwide pandemic, you continued to support my daughter and myself during a very difficult time where we also lost our Nanny/Mum. As a result, my daughter is no longer anxious, is expressing her feelings more and has a renewed belief in herself."

Mentee F, aged 13, received digital mentoring:

"The best thing about mentoring was having someone to talk to every week. I liked saying what was important to me and doing the support circle work. I've been more positive about myself and others and less angry. I've liked the fact I am a leader. I enjoyed it all. I would definitely recommend it because it's really good and you can have a safe place."

Email from Mum of A, Rebuild & FAB member:

"She's doing so good now. So proud of my baby girl!! She's come a long way since lockdown when she became very withdrawn. It's all thanks to you guys at flourish. Thank you so much for helping her."

Mental Health Lead at local secondary school:

"I think it's great that you are still here providing support, you are fabulous."

Social Prescribing Link Worker:

"I have mentioned your service to a girl guide leader, as I feel it's a wonderful service!"

Mentee T, aged 13 completed face to face mentoring:

"The best thing about mentoring is that there's a person that understands me, willing to help and feels like a friend. Mentoring has helped me to tell other teachers if I'm struggling and given me a space to talk – a free space. It helps you to feel better telling someone than keeping in your feelings."

Mentee R, aged 15:

"I have learnt ways to cope with anxiety, friendships, other people and myself. At the start of mentoring, I didn't have many coping strategies and now I have learnt loads of things. It has helped me as I can now use strategies when I need to and I have gained confidence throughout. The activities are helpful and also fun."

Report from a mentor after a digital mentoring session and self-care pack in the post for H, aged 15:

"My mentee loved receiving her care pack in the post, and said that mentoring was the highlight of her week."

"She had a little wobble over Christmas and got her journal out to read and said it gave her strength to continue."

From parent of T, aged 15 received digital mentoring in 2020:

"I think she really enjoyed the sessions and Sophie was lovely (obviously the whole team I think is amazing and has helped T immensely)."

"Thank you again to the whole team"

Mentee J, aged 13, received digital mentoring:

"(Because of my Flourish mentoring) I wasn't frightened to go back to school and I was surprised by that."

Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have measured outcomes over the year in order to report the impact our services have on our beneficiaries. We use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh
68 Performance of fundraising activities		

against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total receipts for the year were £79,212.(Income was up 98% from last year when income was £40,017.) £42,742 came from the following restricted grants: £1500 Heart of England Covid 19 Fund £500 Tesco Bags Funding £4000 CAF £1000 WPH Healthcare Charity £600 Warwickshire County Councillors Funding £10,000 The Trusted Executive Charitable Foundation £350 Warwick King Henry Fund £8380 Government Covid Grant administered through National Lottery.
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		£4000 The Newfield Trust £3312, Comic Relief small grant administered through Groundwork £2300 Warwick District Council £3800 Heart of England Covid Resilience Fund £3000 Souter Trust We received £6000 in total donations from St Mary's Church Leamington and St John's Church Kenilworth, St Paul's Leamington and St Margaret's Church, Whitnash. £12,207 (15% of our income) came in through unrestricted voluntary income gifts and donations, from the generosity of individual donors. This is up from £11,057 (27% of income) last year. We received £3,298 (4.2% of income) in service charges and contributions from schools/agencies and parents. This is down from £6,847 last year (17% of income). This demonstrates an increased reliance on grant income during the Covid pandemic, when regular income from schools was not forthcoming due to closures. In the pursuit of the vision set out above, Flourish has expended £64,421 this year. The costs of salaries and resources to run our programmes made up the majority of our expenditure. We also pay £200 a month for office space rental to Life Charity.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves Policy It is the policy of Flourish to maintain a balance of funds which equates to at least four months of normal operational costs. The balance held at the end of year of £41,398 exceeds this.
Amount of reserves held	Para 1.22	£41,398

Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Donations and grants are currently our main source of funds.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	The Trustees and Directors have reviewed the risks to which a small charity operating with a few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with activities have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised. The biggest risks we review on a regular basis include: ● Funding shortages whereby Flourish becomes financially unviable. We have a reserves policy and a funding strategy in place to find funds from a range of sources. ● Lone working for staff and volunteers. We have a lone working policy and procedures

		volunteers are trained to follow. ● Leaks of confidential data and information provided by volunteers and service users. We have reviewed the way we process, manage and store confidential data. A full GDPR compliance review will take place annually. ● Staff/ volunteers not working professionally or overstepping safeguarding or good practice boundaries. We have a safer recruitment policy and procedures, a disciplinary policy and a code of conduct that we expect all staff and volunteers to adhere to. Full training and supervision support are provided and considers these risks.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution last amended 22/04/2016.
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	You Can Flourish is a Charitable Incorporated Organisation (CIO).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with 2 Flourish trustees including the Chairperson, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a trustee based upon the voting of existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any		We are members of Thirtyone:eight who we use for resources and consultancy on safeguarding matters and for our DBS processing.

wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address	Flourish, 2 Radford Road, Leamington Spa, CV31 2SN

Names of the charity trustees who manage the charity

		Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
	1	Miss Kate Munday	Chair		
	2	Mrs Rachel King			
	3	Mr Phil Swards			
	4	Mrs Charlotte Lockyer		Appointed 16/09/2020	
	5				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

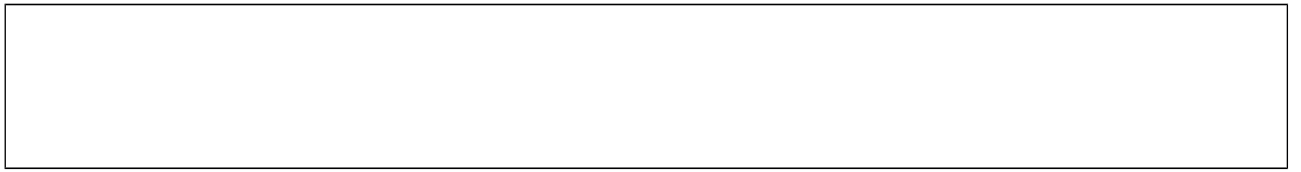
Mrs Kerstin Friend, Mrs Charlotte Bevan and Jennifer Dean

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information





CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/20 **Period start date** **To** 31/03/21 **Period end date**

Charity name: You Can Flourish

Charity registration number: 1166721

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Objects of the Charity ● To promote and protect the good health and wellbeing of young women and girls in particular, but not exclusively, in Warwickshire and the surrounding areas. This is done through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving the girls' self-esteem, relationships, and resilience; and increasing their active participation in their communities. ● To advance the Christian faith in accordance with the statement of faith.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	Flourish aims to fulfil its vision as shown above and in so doing, serve the local and wider communities who connect with Flourish. Flourish's vision is to see a generation of girls aged 11-18 set free to Flourish to their full potential. Our area is defined as Warwickshire. In order to carry out these purposes we deliver services that aim to improve self-esteem and mental and emotional wellbeing. We deliver 4 types of programmes: 1. Flourish Girls' Course: a group programme for schools and community settings.

		A group of up to 12 girls at a time for 8 sessions of 1 hour each with 2-3 female leaders. This course focusses on issues and pressures girls commonly face and empowers with resilience building tools to help. Topics include: self-esteem, personal strengths, body image, friendships, sex/consent/relationships, managing emotions and raising aspirations. The group time provides a safe space for girls to explore and discuss these issues. Girls find sharing and peer support helpful and informative. Groups are most often delivered in schools. Staff refer girls onto a course based upon presentation of issues or low self-esteem and wellbeing in school. 2. Flourish Girls' Course+: a group programme for girls in Christian contexts. We adapt the above Flourish Girls' Course for suitability in a church youth group context. Here we use biblical teaching to support girls in understanding their unique worth and explore the issues and pressures they face in the context of Christian beliefs. 3. Rebuild – Group Mentoring Programme A new course designed this year in response to the Covid-19 pandemic. This is a 6-session programme focussed on emotional resilience, and uses Cognitive Behaviour Therapy techniques; thoughts, feelings and behaviours. Rebuild can be delivered online or in person. 4. One-to-one Mentoring We match individual girls with a suitable mentor (staff or a volunteer). Our mentoring programme can be uniquely tailored to individuals to offer them the best possible support. Sessions last up to an hour on a weekly basis. One-to-one support allows each girl to have a safe space to explore the issues and challenges they are facing. This 12-session programme has been designed to follow a framework that: ● Provides a safe space for girls to explore and talk about the issues and pressures they are facing. Girls feel less isolated and more empowered to overcome some of
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		these issues with the support and encouragement of a mentor. • Proactively improves self-esteem. We have observed that in most referrals, low self-esteem is a root cause or a perpetuating factor affecting wellbeing. Self-worth and value are key themes weaved through our programme. When girls start to hold their heads a little higher, they are more empowered to begin making changes for positive wellbeing in their lives and try new things. • Equips girls with tools and strategies to cope. Mentors help girls learn resilience building tools to cope with the specific issues and pressures they are facing e.g. to manage difficult emotions better. • Raises aspirations. Mentors help girls to look ahead, make great choices for their lives and begin to make small steps and changes towards a more positive wellbeing and future. Through our girls' course and mentoring, we typically work with girls who present with low self-esteem and issues affecting wellbeing e.g. low aspirations, anxiety, depression, self-harm, at risk of child sexual exploitation, anger issues, friendship difficulties and challenging emotions. 5. Wellbeing Drop-In • Open access lunch time school based group. Girls can drop in one lunch time a week to creatively explore mental wellbeing and have a mentor on hand to talk to if they needed. We were not able to run this due to the pandemic and school closures. We hope to start this up again next financial year.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In planning the activities of Flourish, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission, last updated September 2014.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	21 volunteers from the local community supported our work, including regular mentoring and group leading and 1 administrative volunteer and 1 treasurer. The majority of mentoring sessions are volunteer led. Group sessions are led by a staff member with the help of up to 2 volunteer leaders.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	The year of the pandemic! April 1st 2020 - March 31st 2021. The year no one saw coming! From the very beginning of the last financial year, with schools closed and social distancing measures in full swing, we swiftly orientated ourselves to focus on new priorities; adapting our services to the "new normal". Despite the uncertainty and constant changes we have had to make, we are so proud of our team of staff and volunteers, who have worked tirelessly to adapt the way we do things and remain "open" to supporting girls aged 11-18 through this turbulent time. • Flourish remained "open" to supporting girls aged 11-18 with low self-esteem and/or mental wellbeing needs; through adapting our services between online and face-to-face support as restrictions allowed. • A "Resource Hub" was created on our website to support girls, parents and schools through accessible wellbeing

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Partnerships

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		We continued to be supported through coaching and a residential (online) by the Cinnamon Network as part of the 2-year project Lab, supporting us in replication work. We continue to be members of Thirtyone:eight who support us with safeguarding resources, consultancy and DBS processing. Anecdotal Feedback Carer of mentee F, aged 14 about digital mentoring: <i>"She's really enjoying the mentoring. I'm learning as well as her I think, so it's helping and I'm seeing a different side to her."</i> Dad of mentee H, aged 14 regarding digital mentoring: <i>"She seems positive when she comes off (the call), she is enjoying it. It's what she needs right now and it's all going in the right direction."</i> Rebuild Parent: <i>The course came at a very helpful time for us as it was helpful to have it running during the summer months when school is shut. The course offered a discrete opportunity for my daughter to engage in a positive process that I feel has benefited her wellbeing before returning to school.</i> Feedback from mentee, F aged 15, received mentoring face to face and over Zoom: <i>"I have learnt to see a new side to myself in a sense of self-worth and the positives of myself. Seeing it written down and on sheets makes you realise the focus is on you and you can't control what others think. You should be your number 1. When I look back at my journal I can see a more positive side to myself and believe the qualities about myself."</i> Feedback from mentee N, aged 13, received face-to-face and digital mentoring: <i>"Both my daughter and I feel that the support and service you provide is amazing and therefore we feel no improvement is needed. Even during a worldwide pandemic, you continued to support my daughter and myself during a very difficult time where we also lost our Nanny/Mum. As a result, my daughter is no longer anxious, is expressing her feelings more and has a renewed belief in herself."</i> Mentee F, aged 13, received digital mentoring: <i>"The best thing about mentoring was having someone to talk to every week. I liked saying what was important to me and doing the support circle work. I've been more positive about myself and others and less angry. I've liked the fact I am a leader. I enjoyed it all. I would definitely recommend it because it's really good and you can have a safe place."</i> Email from Mum of A, Rebuild & FAB member:
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		<i>"She's doing so good now. So proud of my baby girl!! She's come a long way since lockdown when she became very withdrawn. It's all thanks to you guys at flourish. Thank you so much for helping her."</i> Mental Health Lead at local secondary school: <i>"I think it's great that you are still here providing support, you are fabulous."</i> Social Prescribing Link Worker: <i>"I have mentioned your service to a girl guide leader, as I feel it's a wonderful service!"</i> Mentee T, aged 13 completed face to face mentoring: <i>"The best thing about mentoring is that there's a person that understands me, willing to help and feels like a friend. Mentoring has helped me to tell other teachers if I'm struggling and given me a space to talk – a free space. It helps you to feel better telling someone than keeping in your feelings."</i> Mentee R, aged 15: <i>"I</i> <i>have learnt ways to cope with anxiety, friendships, other people and myself. At the start of mentoring, I didn't have many coping strategies and now I have learnt loads of things. It has helped me as I can now use strategies when I need to and I have gained confidence throughout. The activities are helpful and also fun."</i> Report from a mentor after a digital mentoring session and self-care pack in the post for H, aged 15: <i>"My mentee loved receiving her care pack in the post, and said that mentoring was the highlight of her week. She had a little wobble over Christmas and got her journal out to read and said it gave her strength to continue."</i> From parent of T, aged 15 received digital mentoring in 2020: <i>"I think she really enjoyed the sessions and Sophie was lovely (obviously the whole team I think is amazing and has helped T immensely). Thank you again to the whole team"</i> Mentee J, aged 13, received digital mentoring: <i>"(Because of my Flourish mentoring) I wasn't frightened to go back to school and I was surprised by that."</i>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have measured outcomes over the year in order to report the impact our services have on our beneficiaries. We use the Rosenberg Self-Esteem Scale and the Warwick-Edinburgh
68 Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total receipts for the year were £79,212.(Income was up 98% from last year when income was £40,017.) £42,742 came from the following restricted grants: £1500 Heart of England Covid 19 Fund £500 Tesco Bags Funding £4000 CAF £1000 WPH Healthcare Charity £600 Warwickshire County Councillors Funding £10,000 The Trusted Executive Charitable Foundation £350 Warwick King Henry Fund £8380 Government Covid Grant administered through National Lottery. £4000 The Newfield Trust £3312, Comic Relief small grant administered through Groundwork £2300 Warwick District Council £3800 Heart of England Covid Resilience Fund £3000 Souter Trust We received £6000 in total donations from St Mary's Church Leamington and St John's Church Kenilworth, St Paul's Leamington and St Margaret's Church, Whitnash. £12,207 (15% of our income) came in through unrestricted voluntary income gifts and donations, from the generosity of individual donors. This is up from £11,057 (27% of income) last year. We received £3,298 (4.2% of income) in service charges and contributions from schools/agencies and parents. This is down from £6,847 last year (17% of income). This demonstrates an increased reliance on grant income during the Covid pandemic, when regular income from schools was not forthcoming due to closures. In the pursuit of the vision set out above, Flourish has expended £64,421 this year. The costs of salaries and resources to run our programmes made up the majority of our expenditure. We also pay £200 a month for office space rental to Life Charity.
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Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves Policy It is the policy of Flourish to maintain a balance of funds which equates to at least four months of normal operational costs. The balance held at the end of year of £41,398 exceeds this.
Amount of reserves held	Para 1.22	£41,398
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Donations and grants are currently our main source of funds.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	The Trustees and Directors have reviewed the risks to which a small charity operating with a few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with activities have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised. The biggest risks we review on a regular basis include: Funding shortages whereby Flourish becomes financially unviable. We have a reserves policy and

		a funding strategy in place to find funds from a range of sources. • Lone working for staff and volunteers. We have a lone working policy and procedures volunteers are trained to follow. • Leaks of confidential data and information provided by volunteers and service users. We have reviewed the way we process, manage and store confidential data. A full GDPR compliance review will take place annually. • Staff/ volunteers not working professionally or overstepping safeguarding or good practice boundaries. We have a safer recruitment policy and procedures, a disciplinary policy and a code of conduct that we expect all staff and volunteers to adhere to. Full training and supervision support are provided and considers these risks.
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution last amended 22/04/2016.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	You Can Flourish is a Charitable Incorporated Organisation (CIO).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with 2 Flourish trustees including the Chairperson, where they have the opportunity to ask further questions and introduce themselves. If a synergy is identified, the person is invited to become a trustee based upon the voting of existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	We are members of Thirtyone:eight who we use for resources and consultancy on safeguarding matters and for our DBS processing.

Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address	Flourish, 2 Radford Road, Leamington Spa, CV31 2SN

Names of the charity trustees who manage the charity

		Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
	1	Miss Kate Munday	Chair		
	2	Mrs Rachel King			
	3	Mr Phil Sowards			
	4	Mrs Charlotte Lockyer		Appointed 16/09/2020	
	5				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Mrs Kerstin Friend, Mrs Charlotte Bevan and Jennifer Dean

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Section A

Independent Examiner's Report

Report to the trustees/
members of

You Can Flourish

On accounts for the year
ended

31/01/2021

Charity no
(if any)

1166721

Set out on pages

1 and 2.

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/01/2021**.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (~~other than that disclosed below *~~) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

** Please delete the words in the brackets if they do not apply.*

Signed:

John Holmes

Date:

15-12-21

Name:

JOHN HOLMES

Relevant professional
qualification(s) or body
(if any):

ACMA, CGMA.

Address:

3, Vermont Grove, Leamington Spa,
Warwickshire. CV31 1SE.

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

Report to the trustees members of	
On accounts for the year ended	31/03/2021
Set out on pages	1 and 2
Responsibilities and basis of report	
As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 (the Act).	
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(2) of the Act.	
I have completed my examination. I confirm that no material matters have come to my attention following the examination which give me cause to believe that in any material respect:	
* the accounts do not accord with the accounting records * accounting records were not kept in accordance with section 130 of the Act or	
I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.	
* Please delete the words in the brackets if they do not apply.	
Signed:	[Signature]
Name:	John Jones
Relevant professional qualification(s) or body (if any):	ACMA, CIMA
Address:	3, Victoria Road, London, SW1A 1AA