



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.
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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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		40% low level depression/low mood 30% had experience a recent loss or bereavement 23% problems with food/eating 25% anger issues. Flourish highlights in numbers: 31 girls accessed one-to-one mentoring support. This is a decrease from 44 last year. 310 one-to-one mentoring sessions took place either on Zoom or face-to-face, in schools and in the community. Less than the 360 sessions last year. Although we delivered less mentoring support than in the year previously, we are proud to have supported such a significant number, despite schools being closed for 2 terms out of 3 in the financial year. We found that the disruptions and isolation incidents meant that each mentoring case took significantly more time to deliver 12 sessions than in normal circumstances. 4 Rebuild courses were delivered online whilst schools were closed between June and August. 7 “in person” Rebuild courses were delivered in local schools during the period of time in this year they were open (September to December). A total of 57 girls completed a Rebuild course. 1 Flourish Girls’ Course was delivered in school for 6 girls. A total of 73 group sessions took place (Rebuild and Girls’ Course). A total of 91 girls received intensive support of some kind through Flourish. Last year the figure was 92 girls in total. Rebuild uptake was excellent, and this has meant that we were able to reach more girls quickly than with mentoring alone. We are so pleased to have supported a similar number of girls overall this year as last year, despite Covid and school closures. 112 self-care packs were sent out in the second school closure, to girls we were working with between January and March, off the back of a
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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

		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	
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[illegible][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)

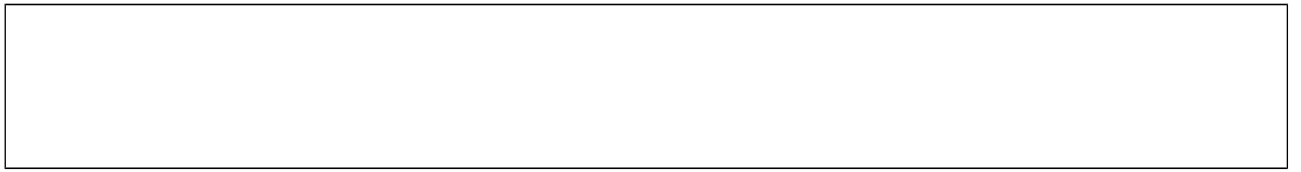
Mrs Kerstin Friend, Mrs Charlotte Bevan and Jennifer Dean

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information





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Trustees' Annual Report for the period

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

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Charity registration number: 1166721

Objectives and Activities

	SORP reference	
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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.
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incidents meant that each mentoring case took significantly more time to deliver 12 sessions than in normal circumstances.

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7 “in person” Rebuild courses were delivered in local schools during the period of time in this year they were open (September to December).

A total of **57 girls** completed a Rebuild course.

1 Flourish Girls’ Course was delivered in school for **6 girls**.

A total of **73 group sessions** took place (Rebuild and Girls’ Course).

A total of **91 girls** received intensive support of some kind through Flourish. Last year the figure was 92 girls in total. Rebuild uptake was excellent, and this has meant that we were able to reach more girls quickly than with mentoring alone. We are so pleased to have supported a similar number of girls overall this year as last year, despite Covid and school closures.

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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 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 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 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 146(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, SE1 1AA