

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 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

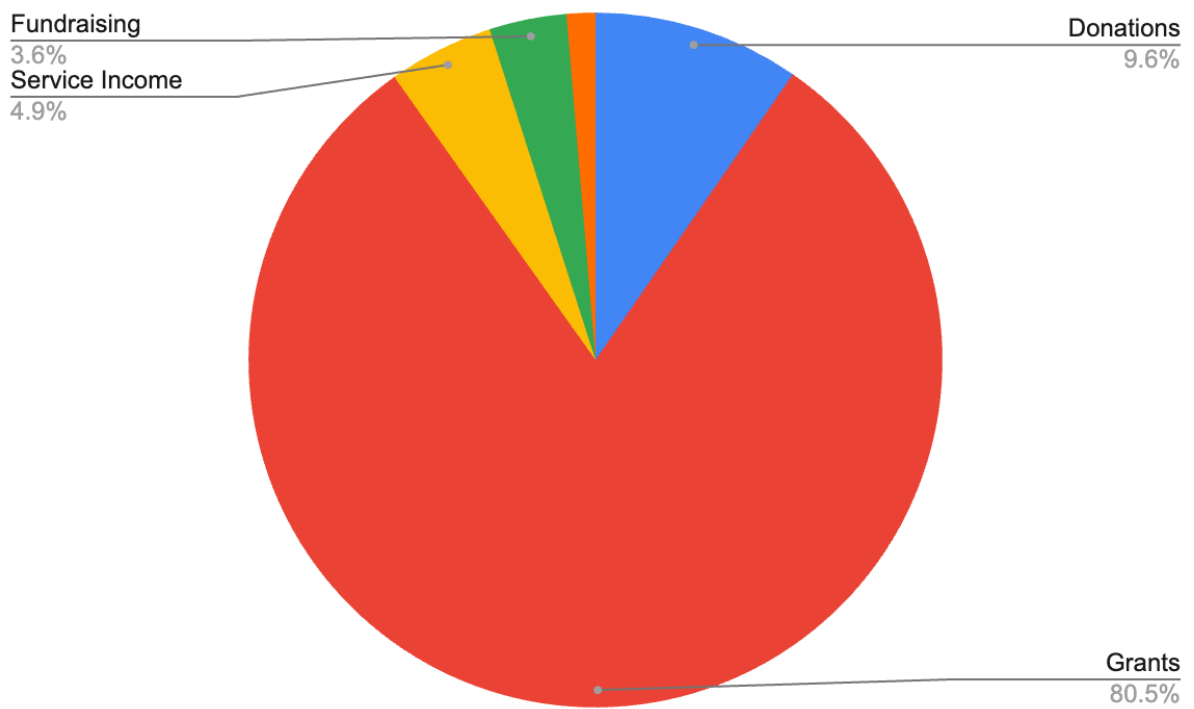
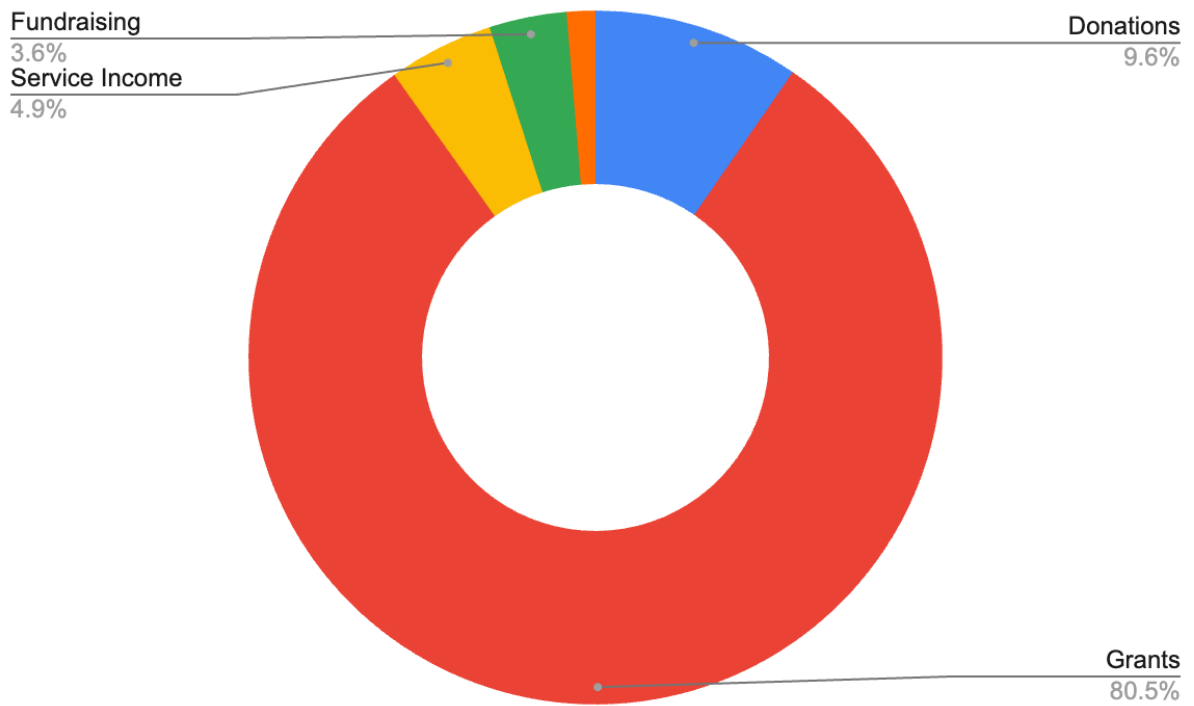
and communicate more effectively with our donors, and more easily arrange and take donations from fundraising and training events. We have also streamlined the way we capture and manage data on our volunteer team, and view our KPI performance against targets on dashboards - all leading to improved efficiencies 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.

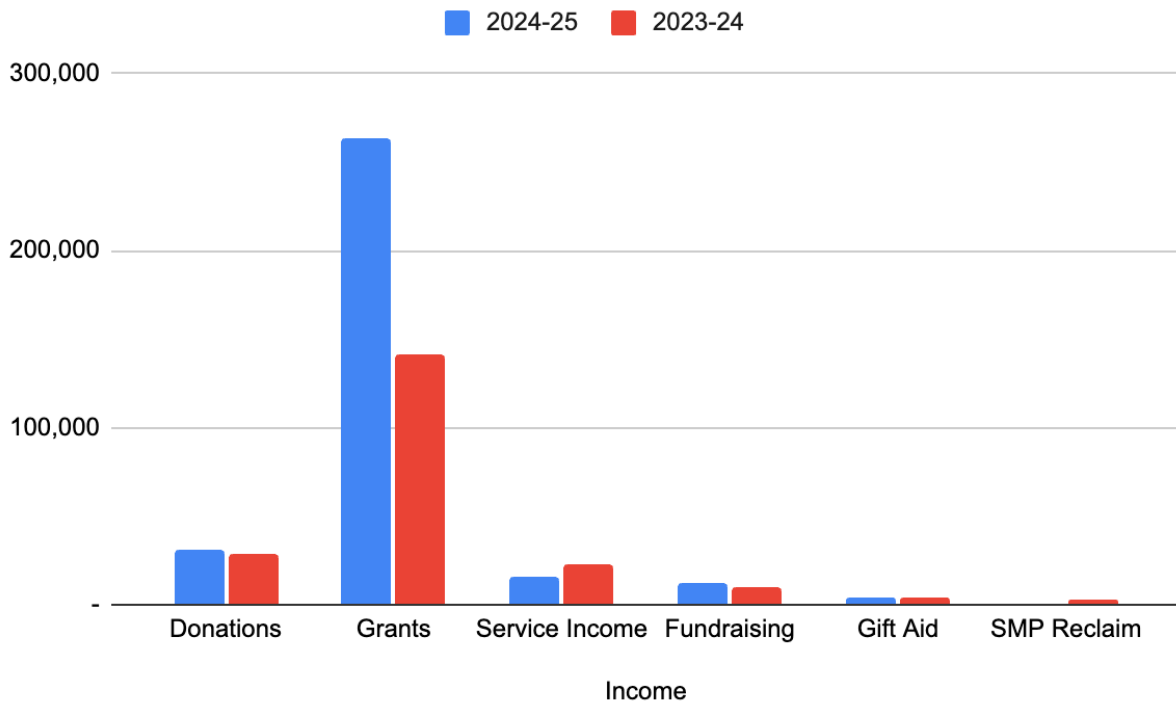
Financial Review

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.

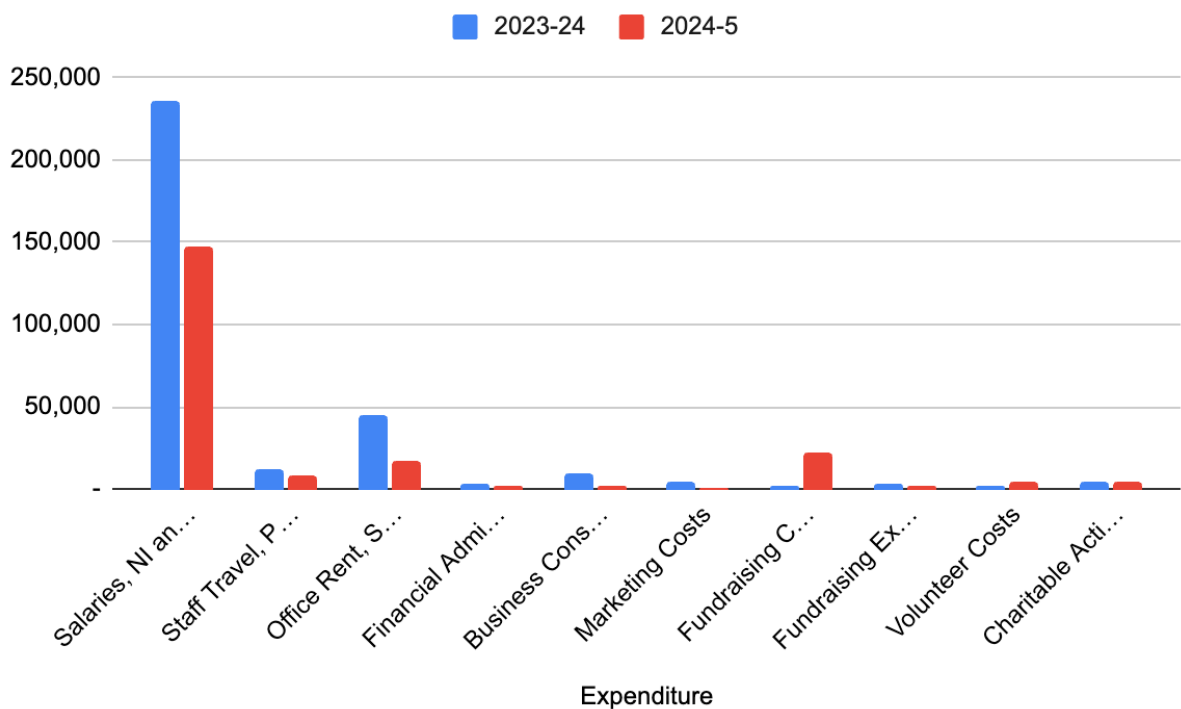
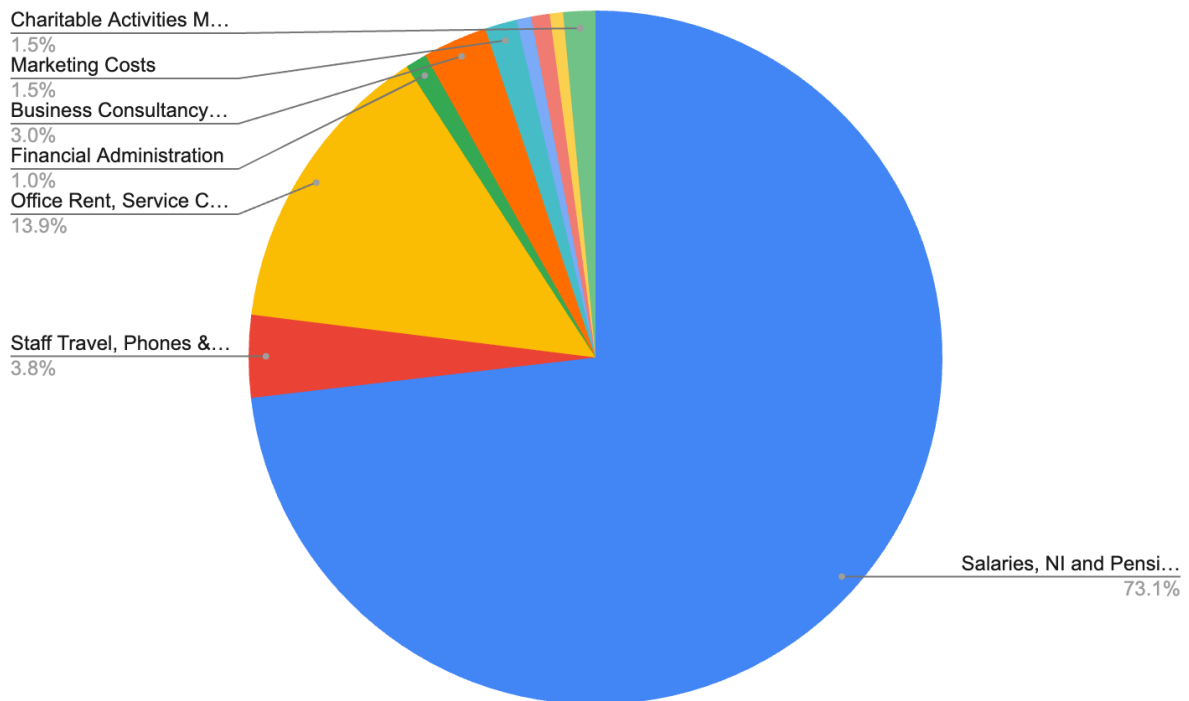
Our service income reduced by 30% compared to last year, which was primarily driven through the loss of two key partner schools who needed to make cuts to their well-being budget. Voluntary contributions from parents and carers also reduced. We are conducting a review of our pricing for schools, which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