



The Network CIO

Charity Number: 1167775

Trustees' Annual Report

**for the Period
1 April 2022 to 31 March 2023**

Charity name: The Network CIO

Charity number: 1167775

Charity's operating address: City Hall, Beaumont Fee, Lincoln, LN1 1DD

Names of the Charity Trustees who manage the Charity

	<u>Trustee Name</u>	<u>Office</u>	<u>Appointed</u>	<u>Retired</u>
1:	Gail Dunn	Chair	June 2016	
2:	Ben Rollett	Treasurer	June 2016	
3:	Rosanne Kirk		June 2016	Aug 2023
4:	Gavin Warhurst		July 2016	
5:	Mike Johnson		July 2016	
6:	Maggie Freeman		July 2016	Aug 2023
7:	John Wiles		July 2016	Aug 2023
8:	Amanda Bouttell		October 2016	
9:	Diane Slapp		August 2023	
10:	Tina Ramsay		August 2023	
11:	Graham Metcalfe		August 2023	

Names & Addresses of Advisors

<u>Type of advisor</u>	<u>Name</u>	<u>Address & Postcode</u>
Bank	The Co-operative Bank	PO Box 250, Delf House, Southway, Skelmersdale, WN8 6WT
Independent Examiner	Saul Fairholm	12 Tentercroft street, Lincoln, LN5 7DB

Structure, Governance & Management

Description of the Charity's Trusts

Type of Governing Document:	Constitution
How the Charity is Constituted:	Charitable Incorporated Organisation
Trustee Selection Methods:	Appointed by existing Trustees

Objectives & Activities

Summary of the Objects of the Charity as set out in its Governing Document

The objects of the CIO are:

To act as a resource for young people aged 16-24 living in the City of Lincoln and the surrounding area by providing advice and assistance and organising programmes of educational and other activities as a means of:

- a) advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) advancing education;
- c) relieving unemployment.

Summary of the Main Activities Undertaken for the Public Benefit in Relation to the Charity's Objects

The Network CIO has undertaken the following activities:

- Encouraged and supported young people with appropriate advice and guidance on training, education and/or employment.
- Developed the skills and knowledge amongst young people to enable them to participate in training, education and employment.
- Focused on researching and removing barriers to employment and training for young people, where possible.
- Developed employment opportunities for young people with employers.
- Raised employer awareness of the positive impact of employing and investing in young people.
- Provided facilities by which volunteer members can support young people.
- Ensured that the activities, opportunities and services that The Network may offer are open to all young people.
- Developed partnerships within The Network with local partners and providers and national organisations that assist young people in achieving their aims.

Statutory Declaration

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties.

Achievements & Performance

Summary of the Main Achievements of the Charity for the Year

Young people supported during the year: 199

Confirmed into employment: 24

Confirmed to have engaged with training/education: 33

Confirmed into volunteering: 9

1.1. Year in Review

This financial year has seen a challenging time, as we transitioned out of Covid, back to “normal”. This has meant further times of economic uncertainty compounded with The Cost of Living Crisis.

We’ve also had a number of contracted projects that have crossed over financial years, as well as shorter term contracts such as Multiply. As such, you’ll see our statistics presented as the sum total of our funding streams. As always for any client accessing our service, they will receive an initial assessment before being identified for the correct project.

Some of our numbers can be reflected in this, as our previous contract with the DWP came to an end, with an increase in their mandatory provision. This saw lower referral numbers for a few months, and a change in our information sharing agreement (last year we were able to track more concisely our work outcomes from DWP reporting on FSF, but lost this as the end of that contract in terms of ISA)

This being said, we are seeing numbers higher than pre-pandemic levels, with an increased length of time with us. This mirrors in essence what we were seeing previously as part of the recession recovery in 2019-2020.

1.2. Barriers and trends

Barriers	Percent of initial assessments
Mental health	40%
Social anxiety	66%
Low confidence	36%
Transport	66%
Physical health	13%
Substance misuse	3%
Housing instability	13%
Benefit issues	4%
Debts and financial issues	9%
Maths and English	38%
Convictions	2%
ASD	26%
ADHD	13%
Dyslexia and dyscalculia	14%
Reasonable Adjustments	7%

Other	9%
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1.3.

Health	Frequency
Medical condition	61%
Undiagnosed but suspected	15%

Barrier tracking is currently pulled from our initial assessments. As you can see, we see a continuing trend of social anxiety, mental health, transport issues and neurodiversity.

Projects in the year 2022-2023:

1.4. UKCRF

The Network was fortunate to be part of the successful Working and Connecting Communities bid (WCC) for UKCRF. This allowed us to expand our capacity, and trial run two new members of staff as part of our 1-1 support.

WCC was a partnership project, led by Abbey Access Training and bringing together:

- Lincoln City Foundation
- The Network
- LEAP
- Green Synergy
- Development Plus
- YMCA Lincolnshire

The Network delivered on this project, supporting a number of young people to springboard out of the pandemic, and into their next career steps using our 1-1, person-centred approach.

We also supported in terms of project coordination and delivery, instituting a shared Cliniko system, training and support for centralised reporting, in line with requirements from UKCRF and Lincolnshire County Council which was looking for reporting of the project over all as opposed to partner by partner. It also allowed us to see which participants were also with other partners already, to avoid duplicating work whilst also allowing smooth collaboration and information sharing on the project.

We were also able to expand The Network's delivery team. Georgia and Chris joined us, to deliver support over what was originally a 6-month period, but later expanded to a full year. Chris left the project early for a new role, but Georgia stayed with us and we were able to expand her contract as a result.

Georgia's unique skill set in mentoring, especially young creatives, partnered with her lived experience of UC and unemployment during the pandemic makes for a fantastic new member of the team. We've since kept Georgia on, as a full time Project Officer and Career Mentor and found her insights, skills and talents to be a true boon to The Network.

1.5. FSF-Youth Hub

We also continued on our 6-month contract with the DWP as part of the FSF fund, allowing us to see DWP participants out of the pandemic. A choice was made on this project to extend past the end date (unfunded) to ensure we could support the DWP in seeing the maximum amount of young people as a January lockdown had stalled our starting point.

Towards the end of the project, we also started to see a higher level of complex barriers amongst our young people, meaning more intense, long term support was required. This led us onto CareerNet.

As part of FSF, we also entered an agreement to have two Youth Employability Coaches (YEC's) join us in our office 4 days a week. This colocation and partnership have proven to be so effective that we have in fact continued this on, and look to continue this for as long as possible as it is so successful and beneficial for all parties.

1.6. CareerNet-Step by Step

The Network joined The CareerNet project for its last 6 months, in late 2022.

This gave us an opportunity to start delivering workshops, and a programme of soft-skills focused training for our demographic of NEETS, alongside our 1-1 person-centred mentoring.

Our workshop programme included core job searching skills, preparing young people for their first day at work and interview prep, as well as sessions looking at resilience through boosting Emotional Intelligence (EQ). They then divided off into two streams: Creative Career Paths or Customer Service for the Socially Anxious.

At the end of these programmes of workshops, we then moved into the 1-1 mentoring that is essential to our clients for helping them to maintain momentum, overcome barriers and progress into the outcomes they want.

We also found a percentage of our young people were experiencing social anxiety to such high levels that group sessions were not a viable option for them. As such, we delivered an adjusted hours version of the programme, so that they didn't miss out on valuable supports because of this barrier.

Towards the end of the contract, we also evolved some of our workshops, based on the learnings from previous rounds. We started trialling some Table Top Role Play Gaming sessions called Lasers and Feelings as a way to help people practise EQ and social skills, whilst building confidence in a new and innovative way, as opposed to just learning theoretically about these things. This has proven to be highly successful with our first test run, and we hope to continue this on with an Awards for All fund for Resocialisation post-pandemic in the new financial year.

1.7. Multiply

The Network has found that the Cost of Living Crisis has had a significant impact on our young people. As such, when we were offered the Lincoln area delivery of the Multiply Project being coordinated by VCS, we decided to go for a multi-stranded approach.

We ran workshops to boost social and emotional confidence, as well as maths skills, through our Dog Walkshops. This involved walks around the Arboretum in Lincoln, which then included maths around distance, measurements, averages, speed calculations etc.

We also provided a number of 1-1 support sessions. These were more focused on tailoring the maths confidence building to the young person, and partnering it with their career planning e.g. calculating travel costs, wages, living expense estimations, UC reviews via Entitledto.com and visits to the Community Grocery. In the next financial year, we look to focus in on and continue these workshops as a continuing partner on Multiply.

1.8. Awards for All-Catalyst Counselling

With a significant increase in number of complex cases we're seeing, alongside the strains that local mental health services are experiencing, The Network put in a bid to test run a counsellor with The Network, specifically targeted for those who required integrative styles of counselling, trauma support, or who otherwise wouldn't find NHS support potentially suitable, and who weren't clinical in their support needs.

We named this project Catalyst Counselling, for the role it plays in speeding up the recovery and resilience building of the young people who require the support that a counsellor can offer.

We have maintained the essential confidentiality that is needed for these sessions, with a shared agreement around safeguarding through our contract with Nurture Garden Therapy.

Another thing this project allowed us to trail was warmer, more accessible ways to introduce people to talking therapies to see if they're right for them, including a "cup of tea and chat" option with Georgina, where they could see if she seemed like a good fit for their needs, and ask practical questions around talking therapy delivery to see to destigmatise and demystify the process.

It also allowed us greater flexibility for our young people who may have more chaotic moments in their lives, to put them back on a short waiting list if they weren't ready for therapy at the time, so that they didn't then have to go through a whole re-referral process.

Financial Review

Brief Statement of the Charity's Policy on Reserves

The Trustees regularly review the reserves of the charity. This review encompasses the nature of the income and expenditure streams and the need to maintain adequate working capital for all core costs and liabilities. The Trustees have established a policy whereby the unrestricted funds held by the charity should include between three and six months core costs.

Details of Any Funds Materially in Deficit

N/A

Declaration

The Trustees declare that they have approved the Trustees' Report above.

Signed on behalf of the Charity's Trustees

Signature(s):



Full Name(s):

Gail Dunn

Ben Rollett

Position(s):

Chair

Treasurer

Date: 15th January 2024



Section A

Independent Examiner's Report

Report to the trustees/ members of	Charity Name The Network CIO		
On accounts for the year ended	31 st March 2023	Charity no (if any)	1167775
Set out on pages	9-11 <small>example: it should include the page numbers of additional pages</small>		

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

Responsibilities and basis of report As the charity 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:  **Date:** 15/01/2024

Name: Roger M White

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

Address: Saul Fairholm Limited Chartered Accountants, 12 Tentercroft Street,
Lincoln, LN5 7DB

Section B

Disclosure

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.

Receipts and Payments Accounts

Charity Name: The Network CIO
Charity Number: 1167775
Period from (start date): 01/04/2022 **to (end date):** 31/03/2023

Section A Receipts and payments

	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds £	Last year £
A1 Receipts					
City of Lincoln Council (In-kind)	-	10,701	-	10,701	19,500
DWP (FSF Grant Funding)	13,040	-	-	13,040	31,664
DWP (KickStart)	2,088	-	-	2,088	10,707
Other (Misc)	2,500	-	-	2,500	589
The National Lottery Community Fund	9,475	-	-	9,475	9,939
CareerNet Project	5,709	-	-	5,709	-
Multiply Project	4,125	-	-	4,125	-
Beyond Shame Fund	5,000	-	-	5,000	-
UK Community Renewal Fund	9,019	-	-	9,019	16,168
<i>Sub total</i>	50,956	10,701	-	61,657	88,567
A2 Asset & investment sales, etc	-	-	-	-	-
<i>Total receipts</i>	50,956	10,701	-	61,657	88,567
A3 Payments					
Staff costs	67,096	-	-	67,096	46,743
Rent	-	10,701	-	10,701	10,701
Utilities (Telephone & broadband)	-	-	-	-	-
ICT	-	-	-	-	1,649
Staff travel & expenses	267	-	-	267	144
Stationery, printing & advertising	135	-	-	135	-
Professional fees & insurance	1,204	-	-	1,204	1,146
Resources & events	711	-	-	711	376
Participant Expenses	10	-	-	10	34
Training	300	-	-	300	5,082
Other (Counselling Support)	5,000	-	-	5,000	9,500
<i>Sub total</i>	74,723	10,701	-	85,424	75,375
A4 Asset & investment purchases, etc	-	-	-	-	-
<i>Total payments</i>	74,723	10,701	-	85,424	75,375
<i>Net of receipts/(payments)</i>	- 23,767	-	-	- 23,767	13,192
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	39,627	-	-	39,627	26,435
<i>Cash funds this year end</i>	15,860	-	-	15,860	39,627

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

	Unrestricted funds	Restricted funds	Endowment funds
Details	£	£	£
B1 Cash funds			
Current account	15,860	-	-
<i>Total cash funds</i>	15,860	-	-

	Unrestricted funds	Restricted funds	Endowment funds
Details	£	£	£
B2 Other monetary assets			
	-	-	-

	Fund to which asset belongs	Cost (optional)	Current value (optional)
Details			
B3 Investment assets			
		-	-

	Fund to which asset belongs	Cost (optional)	Current value (optional)
Details			
B4 Assets retained for the charities own use			
		-	-

	Fund to which liability relates	Amount due (optional)	When due (optional)
Details			
B5 Liabilities			
		-	-

Signed by one or two trustees on behalf of all the trustees

Signature	Name	Date of approval
	Ben Rollett	15/01/2024
	Gail Dunn	15/01/2024

Notes to the accounts

The Network CIO has nothing to disclose with regard to following:

- a) particulars of any guarantee given by the CIO, where any potential liability under guarantee is outstanding at the date of the statement of assets and liabilities; and
- b) particulars of any debt outstanding at the date of the statement of assets and liabilities which is owed by the CIO and which is secured by an express charge on any assets of the CIO.