

NIGHTLIFE OUTREACH

England & Wales · Charity number 1168684

Details

Status Registered

Legal form CIO

Registered 2016-08-09

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

Contact

Address 24-32 Princip Street
Birmingham
B4 6LE

Phone 01217535311

Email info@nightlifeoutreach.co.uk

Website www.nightlifeoutreach.co.uk

Activities

Objects: THE PRESERVATION AND PROTECTION OF GOOD MENTAL HEALTH OF ANYONE WHO ACCESSES THE LGBT NIGHT TIME ECONOMY (LGBT NTE) WHO ARE EITHER TAKING DRUGS REGULARLY, ADDICTED TO DRUGS OR ALCOHOL AND WHO HAVE SUBSEQUENT MENTAL HEALTH ISSUES, IN PARTICULAR BUT NOT EXCLUSIVELY BY:· THE PROVISION OF ADVICE, INFORMATION AND EDUCATION TO USERS OF THE LGBT NTE SO THEY ARE BETTER EQUIPPED TO AVOID A LIFE BLIGHTED BY ADDICTION · CONDUCTING OR COMMISSIONING RESEARCH ON SUBSTANCE ABUSE AND ITS SUBSEQUENT EFFECT ON MENTAL HEALTH AND TO PUBLISH THE USEFUL RESULTS OF SUCH RESEARCH

Activities: 1) To advance any social or charitable purpose or purposes; which will promote the regeneration for the public benefit, of areas of social and economic deprivation. 2) The preservation and protection of the LGBT and BAME communities who are affected by addiction, mental health or social exclusion by providing education, support and training.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- Birmingham City

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-01	£343,096	£270,651	-	-
2024-01-01	£334,548	£312,611	-	-
2023-01-01	£204,748	£184,132	-	-
2022-01-01	£134,500	£113,457	-	-
2021-01-01	£140,161	£103,510	-	-

Trustees

Name	Role	Appointed
LADY OLIVIA JANE RHODEN	Chair	2017-07-01
Charnay Mckellar Mason		2021-06-01
Michael Marcus		2018-06-08
Stefan Rhyce Lawrence		2018-06-08
Stephan Sean Vincent Wendell Turner		2023-07-01

NIGHTLIFE OUTREACH

England & Wales - Charity number 1168684

Accounts



Nightlife Outreach

Registered Charity 1168684

24 - 32 Princip Street, Birmingham, B4 6LE

Annual Report 2024



www.nightlifeoutreach.co.uk



Table of Contents

1.	Introduction	P 3 - 5
2.	Acknowledgment	P 6
3.	Community	P 7 - 8
4.	Grass Roots Programming	P 9 - 10
5.	Partnerships	P 11 - 23
6.	Quantitative Impact	P 24
7.	Sustainability and Resposable Development	P 25
8.	New Partnerships	P 26
9.	Relocation and Premises Redevelopment	P 27 - 28
10.	Safety and Governance	P 29 - 30
11.	Key Changes	P 31 - 32
12.	Strategic Outlook	P 33 - 35
13.	Conclusion	P 36
14.	Safe Nightout Policy	P 37 - 40
15.	Annual Accounts	P 40 -47



Trustee Responsibilities Statement

The Trustees are responsible for preparing the Annual Report and ensuring that the charity's activities are conducted in accordance with its charitable objectives and applicable regulatory requirements.

The Trustees confirm that this report provides a fair overview of the charity's activities, achievements and organisational developments during the financial year ending 31 December 2024.

The Trustees further confirm that appropriate systems of governance, financial oversight and risk management were maintained throughout the year to support responsible and effective management of the charity's activities.

Organisational Overview

Nightlife Outreach is a community charity dedicated to supporting wellbeing, cultural participation and safer nightlife initiatives through community engagement, education and harm-reduction programmes.

The organisation works collaboratively with community groups, cultural practitioners, social enterprises and night-time economy partners to deliver programmes that support community wellbeing and positive social engagement.

Activities supported by the charity include:

- Community training and education initiatives
- Cultural programming and creative development
- Youth engagement and mentoring activities
- Harm-reduction education within nightlife environments
- Digital inclusion initiatives
- Collaborative projects with local enterprises and community organisations

During 2024 the charity focused primarily on redeveloping its new premises into a Community Engagement Hub, creating a safe and professionally managed environment where community programmes and partnerships can develop and expand.

Executive Summary

The year ending 31 December 2024 represented a significant transitional period for Nightlife Outreach. During the year the organisation relocated to new premises at 24–32 Princip Street, Birmingham, where extensive redevelopment works were undertaken to establish a dedicated Community Engagement Hub supporting cultural activity, education and community programmes.

The Trustees adopted a deliberate strategy focused on infrastructure development, governance strengthening and safety compliance before expanding operational delivery.

Major building improvements were completed including structural repairs, electrical infrastructure upgrades, fire safety installations, CCTV improvements and sanitation upgrades.

Through sustainability partnerships and donated materials valued at more than £80,000, redevelopment costs were significantly reduced.

Alongside infrastructure development the organisation strengthened governance systems, safeguarding procedures and operational risk management frameworks.

Although the year focused heavily on redevelopment, Nightlife Outreach continued to deliver community benefit through cultural programming, volunteer engagement, partnership development and digital inclusion initiatives.

By the end of 2024 the organisation had established a strong operational foundation from which to expand programmes and partnerships in the years ahead.

Strategic Importance of the New Premises

A major organisational milestone during 2024 was the relocation and redevelopment of the charity's new premises at 24–32 Princip Street, Birmingham.

The building required substantial improvement before it could support community use. A programme of refurbishment works was therefore undertaken throughout the year.

Key improvements included:

- structural repair and stabilisation works
- electrical infrastructure upgrades and full rewiring
- installation of fire safety systems and fire doors
- CCTV installation and security improvements
- sanitation and facility upgrades
- internal space reconfiguration
- refurbishment of communal areas
- frontage and external presentation improvements

These improvements transformed the premises into a multi-use community facility capable of hosting cultural programmes, training activities and collaborative initiatives.

The redevelopment was supported by volunteers and sustainability partnerships that provided materials and equipment valued at over £80,000, reducing refurbishment costs and promoting environmentally responsible redevelopment.



Our Community Engagement Hub





ACKNOWLEDGEMENTS

The Trustees of Nightlife Outreach extend their sincere gratitude to the individuals, organisations and partners whose support made the progress of 2024 possible.

This financial year represented a significant transitional period for the charity. The successful redevelopment and phased reopening of our new premises at 24–32 Princip Street would not have been achievable without collective effort, professional expertise and community commitment.

We acknowledge the dedication of our volunteers, whose time, labour and practical support materially contributed to refurbishment works, event preparation and operational readiness. Their commitment reflects the community-led ethos that underpins Nightlife Outreach's mission.

We are grateful to Neighbourly Volunteers and individual community members who contributed to redevelopment and programme delivery. Their involvement strengthened both financial sustainability and community ownership of the space.

We recognise the support of our strategic partners and donors, including those who contributed materials, infrastructure and equipment to assist with refurbishment and sustainability objectives. These partnerships enabled us to upcycle, reduce waste and embed environmental responsibility into our operations.

We extend appreciation to local residents for their patience and constructive engagement throughout the redevelopment period. Transparent communication and neighbourhood cooperation were essential to establishing the new Community Engagement Hub as a responsible and positive local presence.

Our thanks also go to our night-time economy collaborators, including Waterside House NTE and associated stakeholders, for their continued commitment to safer nightlife standards and harm-reduction practices across Birmingham.

We acknowledge the leadership and oversight of the Board of Trustees, who provided strategic direction and ensured robust governance.

Signed on Behalf of Nightlife Outreach

120+

Community Sessions Delivered



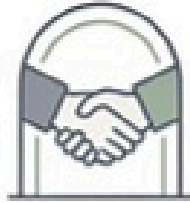
1,800+

Participants Engaged in Activities and Events



20+

Community Partnerships Supported



£80,000+

Donated Materials Secured for Redevelopment



150

Computer Screens Redistributed to Support Education Internationally



MULTIPLE

Laptops Distributed Locally Through Digital Inclusion Initiatives



Community

Impact

2024



COMMUNITY AND GRASSROOTS IMPACT

Community engagement remains central to Nightlife Outreach's mission. While 2024 was primarily a redevelopment and governance consolidation year, the charity continued to invest in grassroots partnerships, local inclusion and community-led programming to ensure that the new Community Engagement Hub was embedded within its neighbourhood from the outset.

Local Community Integration

Following relocation to 24–32 Princip Street, engagement with local residents formed a priority. Transparent communication during refurbishment and phased reopening ensured community awareness of the venue's purpose, safeguarding standards and operational model. This proactive approach strengthened neighbourhood trust and reinforced the charity's commitment to responsible operation within the local area.

Volunteer-Led Regeneration

Volunteers played a critical role in supporting redevelopment works and operational preparation. Contributions included painting, preparation works, space organisation, logistical support and event setup. This volunteer engagement not only reduced financial pressure during refurbishment but also strengthened community ownership of the space.

The involvement of Neighbourly Volunteers and locally recruited individuals created opportunities for skill development, confidence building and structured civic participation.

Cultural and Grassroots Programming

From March 2024 onwards, the venue began a controlled reactivation of community-led programming. Weekly structured classes and grassroots initiatives provided inclusive access to physical training, creative expression and cultural participation.

Programming included:

- Stage Fight classes supporting structured movement and performance training
- Historical European Martial Arts (HEMA) sessions
- Monthly spoken word and poetry events providing a platform for emerging voices
- Community-focused cultural events and collaborative showcases
- Specialist training activities delivered by local practitioners

These programmes provided safe, supervised and compliant environments for artistic and physical development while reinforcing the venue's role as a multi-use community hub.

Support for Small Enterprises and Community Initiatives

Nightlife Outreach continued to provide space and support for small local enterprises, grassroots organisers and community initiatives. This included collaboration with Guta Enterprise and engagement with independent operators seeking affordable and safe environments for cultural and educational activity.

By offering accessible venue space within a structured governance framework, the charity enabled micro-enterprises and community organisers to operate in a compliant and professionally managed setting.

Digital Inclusion and International Grassroots Impact

In addition to local engagement, Nightlife Outreach extended its grassroots impact internationally through volunteer-led digital inclusion initiatives. During 2024:

- 150 computer screens were redistributed to support educational access in African communities.
- Laptops were provided locally to individuals pursuing higher education and vocational development

These initiatives addressed digital exclusion and supported long-term educational opportunity.

Night-Time Economy Collaboration

Engagement with NTE and other night-time economy stakeholders reinforced the charity's grassroots role in promoting safer nightlife practices. Harm-reduction messaging, safeguarding awareness and welfare collaboration extended the organisation's influence beyond its physical premises into the wider Birmingham NTE ecosystem.

Community Ownership and Long-Term Vision

The 2024 redevelopment phase was intentionally designed to create not simply a venue, but a shared community asset. The Community Engagement Hub model reflects a grassroots philosophy: inclusive access, volunteer participation, cultural empowerment and safety-led programming.

As the charity moves into 2025, the focus will be on scaling grassroots participation, expanding volunteer pathways, increasing youth and creative engagement and strengthening local partnerships to maximise community benefit. Nightlife Outreach remains committed to building resilient communities through safe spaces, inclusive programming and structured grassroots collaboration.

Partnerships and Community Collaboration

Partnership working remained central to Nightlife Outreach's activities throughout 2024. The organisation collaborated with a wide range of community groups, creative practitioners and social enterprises to provide opportunities for cultural participation and community engagement.

Partnership initiatives included programmes involving:

- Poets Palace creative platform
- Toxic Dolls performance training workshops
- Choir with No Name community singing initiative
- youth mentoring initiatives including Living and Winning
- female-focused support programme Go Girls



Empowering Community and Building Stronger Partnerships – 2024

Collaboration remains central to the mission of Nightlife Outreach. Throughout 2024, the charity continued to work alongside community organisations, grassroots initiatives, cultural practitioners, social enterprises and Night-Time Economy partners to expand opportunities for participation, creativity and community development.

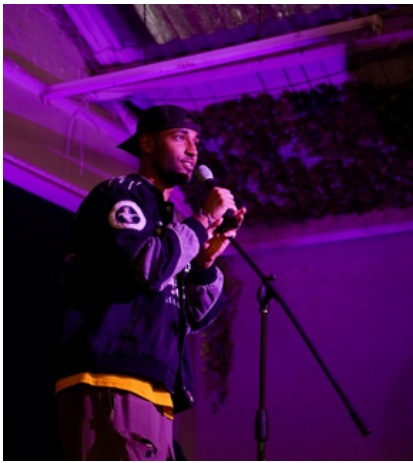
While the year primarily focused on redevelopment and the phased reopening of the charity's new premises at 24–32 Princip Street, Birmingham, partnerships remained a key mechanism through which Nightlife Outreach supported local initiatives and empowered individuals across the region.



AFROFLOX

Arts, Culture and Creative Development

Nightlife Outreach continued to support Birmingham's creative sector by providing a safe and professionally managed environment where artists, performers and cultural practitioners could develop their work.



POETS PALACE



Poets Palace is a dedicated community arts initiative designed to provide a sanctuary for the written and spoken word, focusing on the therapeutic and connective power of storytelling. We serve as an intentional refuge for local artists to explore the complexities of the human experience through high-impact, intimate performance. By prioritizing a "listening-first" environment, we facilitate a unique space where the traditional barriers between performer and audience are dismantled, fostering a culture of radical empathy and mutual respect.

Our core objective is to champion the raw, unrefined voices of our community, offering a professional platform for those whose narratives are often sidelined by mainstream media. We operate on the belief that spoken word is a vital survival skill and a tool for social cohesion. Through curated events, we provide a structured environment where individual vulnerability is transformed into collective strength, allowing participants to process personal and social challenges within a supportive, creative framework.

The impact of Poets Palace extends beyond the performance itself, aiming to combat social isolation and promote emotional literacy within the local population. By creating a space that demands presence and deep attention, we offer a necessary counter-narrative to the fleeting nature of digital communication. Whether through the quiet resonance of a shared stanza or the profound connection of a witnessed truth, Poets Palace exists to ensure that every member of our community has the opportunity to be seen, heard, and understood in a meaningful capacity.



STATION TWENTY

Station 20 is a leading creative production house and cultural archive dedicated to documenting the unfiltered evolution of UK music. We specialize in high-fidelity storytelling that captures the raw, kinetic energy of the British underground, from the estates of London to the burgeoning scenes across the North and Midlands. Our work serves as a lens into the realities of the UK's sonic landscape, focusing on the stories that mainstream media often overlooks and the artists who are redefining the global sound from the ground up.

Our Vision

We believe that music is the primary heartbeat of British culture. Our mission is to preserve the "here and now" of the scene through immersive documentaries and visual showcases that prioritize authenticity over artifice. By positioning our cameras in the heart of the movement—recording studios, street corners, and high-intensity performances—Station 20 bridges the gap between raw talent and world-class production. We don't just capture music; we document the social and cultural shifts that drive it.

Specialism & Impact

Station 20 is defined by a commitment to "raw talent at its best." Our documentaries serve as both a platform for emerging artists and a historical record for future generations. We specialize in long-form narratives and artist-led features that explore the intersection of identity, geography, and sound. Through a combination of cinematic grit and intimate access, Station 20 has become a vital hub for showcasing the diversity and depth of talent across the UK, ensuring that the true architects of British music culture are seen, heard, and celebrated.

This documentary provides an excellent example of the high-impact, raw storytelling and cultural documentation that characterizes the UK music scene, similar to the work Station 20 specializes in.





Strategic Cultural Integration: Nightlife Outreach & Fierce Festival

Nightlife Outreach acts as a vital connective tissue within Birmingham's broader cultural ecosystem, bridging the gap between grassroots community support and the city's world-class artistic institutions. Our enduring partnership with Fierce Festival—an internationally acclaimed biennial of contemporary performance—exemplifies this integration. By aligning our social mission with one of the UK's most provocative cultural platforms, we ensure that the voices from the margins are not just heard but are centered within the city's most prestigious creative showcases.

This collaboration is rooted in a shared commitment to radical expression and the nurturing of "raw talent." Through joint programming, bespoke workshops, and cross-sector community projects, we provide local artists with a pathway from the underground to the international stage. These initiatives are designed to foster deep cultural exchange, allowing Birmingham's homegrown creators to work alongside global innovators. In doing so, we don't just "support" the arts; we actively engineer a more resilient and inclusive creative economy that reflects the true, unfiltered identity of the region.

Ultimately, these strategic alliances serve as a catalyst for the city's ongoing evolution as a global beacon of innovation. By fostering high-trust relationships with dynamic organizations like Fierce, Nightlife Outreach ensures that the sustainability of the arts is directly linked to social impact. We believe that a flourishing cultural sector is one that remains accessible to all "walks of life," turning the city into a living laboratory for creativity where the barriers between the street and the stage are permanently dismantled.







Toxic Dolls



Nightlife Outreach's commitment to the professionalisation of the fringe arts is best exemplified by our collaboration with the internationally acclaimed performance collective, Toxic Dolls. Through this partnership, we facilitated intensive, specialist training and formal certification in high-risk disciplines, including pyrotechnics (fire breathing) and industrial performance art (angle grinding). By providing local artists with access to world-class technical expertise, we bridged the gap between raw street performance and the rigorous safety and execution standards required for global professional stages.

These workshops served as a catalyst for innovation, pushing the boundaries of what is traditionally expected from the Birmingham arts scene. Rather than merely teaching a skill, this initiative fostered a culture of "calculated risk" and extreme creativity, empowering participants to incorporate high-impact visual elements into their repertoire with confidence and precision. For the local creative community, learning from renowned practitioners like the Toxic Dolls wasn't just an educational opportunity; it was a professional evolution that equipped them with the rare, specialised certifications necessary to compete in the international high-end event market.





Choir With No Name



The soft reopening of our venue in 2024 served as a profound declaration of our commitment to social equity, headlined by a partnership with The Choir with No Name.

This collaboration centred on individuals navigating homelessness and systemic social exclusion, utilising the discipline of choral performance as a primary tool for community-building and personal restoration. By providing a professional-grade stage for those often rendered invisible by society, the event transformed the venue into a live demonstration of how creative engagement can directly counteract the isolation of life on the margins.

Beyond a singular performance, this reopening established our venue as a safe, regulated, and inclusive incubator for the city's most vulnerable creative voices. We provide the essential physical and social infrastructure—adhering to rigorous safeguarding and accessibility standards—that allows complex community projects to transition from concept to reality. For local organizers and marginalized performers, our space serves as a vital "middle ground" where high-level cultural production meets grassroots advocacy, ensuring that the barriers to professional artistic expression are systematically removed. The evening with The Choir with No Name was a testament to the role of music as a vehicle for human dignity and psychological resilience. Attendees witnessed more than a concert; they experienced a narrative shift, as participants reclaimed their confidence and agency through the collective power of the human voice.

As a beacon of support within Birmingham's cultural landscape, our venue remains dedicated to the belief that the arts are not a luxury, but a fundamental right. We continue to prioritize these intersections of creativity and social welfare, fostering an environment where every individual has the space to be heard, seen, and reintegrated into the community.





the choir with no name



the choir with no name



the choir with no name



the choir with no name

the choir with no name



the choir with no name



Empowering the Grassroots: Strategic Resource Provision

At the core of our charitable mission is the commitment to dismantling the financial barriers that frequently stifle local creativity. Nightlife Outreach has established a vital resource-equity initiative, providing our fully equipped venue and production facilities free of charge to a diverse spectrum of local talent. By offering a professional-grade environment—accessible to directors, producers, videographers, and performing artists—we serve as a critical incubator for the city's burgeoning creative economy.

This "open-access" model ensures that high-quality production is not a privilege reserved for the funded few, but a right accessible to the entire community. This initiative provides the essential infrastructure for a wide range of high-impact cultural outputs, from the raw intensity of Grime sessions and digital podcasts to the nuanced development of short films and theatrical rehearsals. By removing the overhead costs associated with professional studio space, we empower creators to focus entirely on their craft and cultural expression. Our venue serves as a laboratory for the "unfiltered" voice of the UK underground, providing the technical suite necessary to capture and broadcast stories that might otherwise remain unheard due to economic constraints.

Beyond mere space provision, this program fosters a collaborative ecosystem where cross-disciplinary talent naturally intersects. A videographer filming a session may find their next collaborator in a rehearsing director, creating a self-sustaining network of local professionals. This strategic investment in Birmingham's human capital ensures the ongoing sustainability of our local arts scene. By providing the tools and the stage for "raw talent at its best," Nightlife Outreach acts as a catalyst for social mobility, ensuring that our city's cultural narrative is written by the many, not just the few.







A Convergence of Black Futurism & Speculative Design

Fluxcon represents a pioneering evolution of the traditional comic convention, repositioning the medium within the vibrant, multidisciplinary framework of a Hip Hop festival. Our focus is the intentional elevation of Black and Brown creators, providing a high-visibility platform for the intersection of multimedia, grassroots entrepreneurship, and speculative art. Unlike conventional industry events, Fluxcon integrates a holistic marketplace—featuring traders in wellness, artisanal oils, and bespoke clothing—alongside high-level academic and artistic discourse. We serve as a cultural crossroads where the underground meets the avant-garde, fostering a community-centred ecosystem of shared knowledge and creative resilience.

A cornerstone of our programming is the work of Florence Okoye, a visionary designer and researcher whose practice explores the vital infrastructures of the future. By merging cybersecurity, energy policy, and museum curation with speculative design, Okoye's work addresses the urgent need for equitable and accessible digital experiences. Her practice is rooted in Black Futurisms and her signature 'okwucentric' methodology—a design philosophy inspired by the reimagining of traditional Igbo modes of knowledge production. Through this lens, Fluxcon moves beyond entertainment, acting as a laboratory for radically inclusive futures where communal spirits and modern technology coexist.

This synthesis of tradition and futurism is best exemplified in Okoye's "Neo-Mmanwu" project, inspired by the West African masquerade. Traditionally, the mmanwu embodies communal spirits and mythological figures; in this context, it becomes a vessel for the African diaspora to navigate contemporary design challenges.

Through collaborative workshops, Fluxcon participants are invited to utilise critical design methodologies and African performance art to manifest their individual dreams for the future. By bridging the gap between ancient Igbo culture and modern speculative design, Fluxcon ensures that the architects of the future are deeply informed by the wisdom of the past.



Youth engagement remains an important element of the charity's work.

Nightlife Outreach supported SJB Under-9s Football Club, assisting with fundraising events to help provide football kits and equipment for young players.

The organisation also supported 7 Shots Archery, a start-up archery training school. By investing in equipment and instructor certification, Nightlife Outreach helped establish a new sporting activity within the venue.

Digital Inclusion and Education

Nightlife Outreach supported digital inclusion through participation in Birmingham City Council's Device Bank. Redistribution Scheme.

Through this programme the charity received laptop computers which were donated to individuals in the community pursuing education, training and employment opportunities, helping address barriers to digital access.

By collaborating with local educational institutions, Nightlife Outreach also organized workshops and training sessions aimed at enhancing digital literacy skills. These sessions empowered participants with the knowledge needed to navigate the digital world confidently, which is increasingly essential for both personal and professional growth.

In addition to the Device Bank initiative, the charity partnered with tech volunteers who offered one-on-one mentorship sessions. This personalized support was instrumental in bridging the digital divide, enabling community members to fully engage with modern technology. Whether it was learning to use software applications, understanding online safety, or developing coding skills, the program catered to a wide range of needs and interests.

Nightlife Outreach is committed to continuing these efforts, ensuring that everyone in the community, regardless of their background or financial situation, has the opportunity to thrive in our digital society.

Quantitative Impact Table

Impact Category	Metric / KPI	Estimated Annual Output	Social Value / Outcome
In-Kind Resource Provision	Hours of free studio/venue access provided	450	Removal of financial barriers for grassroots creators.
Professional Development	Artists certified in specialist disciplines	50	Enhanced employability & safety in high-risk performance arts.
Cultural Documentation	Documentary/Short Film/Music sessions produced	17	Preservation of UK underground music & local heritage.
Social Inclusion	Collaborative sessions with marginalized groups	68	Direct support for individuals facing social exclusion/homelessness.
Artist Residency	Local performers supported via "Poets Palace"	158	Provision of a safe, regulated space for emotional/creative expression.
Audience Reach	Total attendees at community showcase events	3200	Increased community cohesion and cultural engagement.



Sustainability and Responsible Development

Environmental sustainability was embedded within the redevelopment of the new community hub.

Through a partnership with Cawarden, one of the UK's largest demolition companies, Nightlife Outreach received over £80,000 worth of donated materials and equipment. These materials were repurposed during refurbishment, significantly reducing waste and supporting environmentally responsible redevelopment. The collaboration also emphasized the importance of minimizing environmental impact while enhancing community spaces. By incorporating recycled materials, the project not only reduced the carbon footprint but also set a precedent for future developments in the area.

Nightlife Outreach actively engaged local residents in workshops and educational sessions to foster a deeper understanding of sustainability practices. These initiatives encouraged the community to adopt eco-friendly habits, ensuring that the hub would serve as a model for green living. The project's success underscores the potential for creative partnerships in achieving both social and environmental goals, paving the way for a more sustainable future.



<https://www.eastmidlandsbusinesslink.co.uk/mag/000/redistribution-of-thousands-of-items-by-cawarden-empowers-the-nightlife-outreach-charity-to-achieve-its-mission/>

New Partnerships Established in 2024

During 2024, Nightlife Outreach began establishing new partnerships that will support the organisation's next phase of programme delivery.

These include collaborations with:

- EDF
- Amazon
- Evolve Recording Studio
- Guta Enterprise
- Waterside House
- Capture Sounds
- Enterprise Film Birmingham

These partnerships will support future development across community programmes, creative industries, and enterprise initiatives.

The collective effort aims to bolster community engagement and foster innovation in creative arts. Each partner brings unique strengths and resources to the table, ensuring diverse opportunities for growth and learning. EDF will contribute sustainable energy solutions, enhancing eco-friendly practices within community spaces. Amazon's expertise in logistics and digital platforms will streamline distribution and accessibility of creative content. Evolve Recording Studio and Capture Sounds will provide cutting-edge audio production facilities, nurturing local talent and enhancing artistic expression.

Guta Enterprise and Waterside House will focus on entrepreneurial support, offering mentorship and business development resources to aspiring creatives. Enterprise Film Birmingham will share its wealth of experience in film production, providing workshops and hands-on experiences for budding filmmakers.

Together, these collaborations promise to enrich the cultural landscape, drive economic growth, and empower individuals through education and creative expression. This strategic expansion underscores Nightlife Outreach's commitment to building a vibrant, inclusive community where creativity and enterprise thrive hand in hand.

Relocation and Premises Redevelopment

During the year ended 31 December 2024, Nightlife Outreach completed a significant organisational milestone through the relocation and redevelopment of its new premises at 24–32 Princip Street, Birmingham. The move marked an important step in the charity's long-term development and enabled the organisation to establish a permanent base from which to expand its community programmes and partnerships.

The premises were secured as part of the charity's vision to create a Community Engagement Hub, providing a safe and accessible environment where community initiatives, cultural activities, training programmes and social enterprises can operate within a structured and professionally managed setting.

Major Refurbishment Works

Upon acquiring access to the building, extensive refurbishment and redevelopment works were required to bring the premises to a safe and operational standard. The property required significant improvement and modernisation to ensure it could support the charity's activities and comply with safety and operational requirements.

During 2024, Nightlife Outreach funded and coordinated a programme of major works which included:

- structural repairs and building stabilisation works
- full electrical infrastructure upgrades and rewiring
- installation and improvement of fire safety systems
- internal building improvements and space reconfiguration
- sanitation and facility upgrades
- CCTV installation and security system improvements
- refurbishment of internal communal and operational areas
- frontage improvements and external presentation works

These improvements transformed the building into a functional community facility capable of supporting a diverse range of programmes and activities.



Strategic Importance of the New Premises

The completion of these works has enabled Nightlife Outreach to establish a permanent operational base that supports the organisation's charitable objectives and long-term vision.

The new premises provide a flexible environment capable of hosting cultural programming, community initiatives, training activities and collaborative partnerships. The facility is designed to support inclusive community engagement while maintaining high standards of safety, governance and operational management.

With these new capabilities, Nightlife Outreach is poised to significantly enhance its impact within the community. The space is equipped with state-of-the-art technology and adaptable areas that can be transformed to suit a variety of events and functions. This flexibility allows the organization to cater to diverse audiences and foster a sense of belonging among community members.

Moreover, the strategic location of the premises ensures easy accessibility for participants, volunteers, and partners, thus encouraging higher participation rates and fostering a vibrant community hub. By offering a welcoming and inclusive environment, Nightlife Outreach can effectively promote social cohesion and support a wide range of initiatives aimed at improving the quality of life for all involved.

As Nightlife Outreach continues to grow, the new premises will serve as a catalyst for innovative projects and ideas, driving forward the organization's mission to create positive change. This investment in infrastructure not only solidifies its presence in the area but also demonstrates a commitment to sustainability and the future development of community resources.

Community and Volunteer Contribution

The redevelopment project also benefited from significant support from volunteers and community members. Volunteers contributed time and practical assistance during the refurbishment process, helping prepare the building for operational use.

Their contribution not only supported the redevelopment of the facility but also strengthened the sense of community ownership surrounding the new Community Engagement Hub.

Safety and Governance Achievements – 2024

During 2024, Nightlife Outreach undertook a comprehensive programme of organisational development to strengthen governance, safeguarding and operational safety as part of the transition to the new Community Engagement Hub.

Key achievements during the year included

Development of a Comprehensive Risk Management Suite

A structured risk management framework was introduced to support venue operations, event safety, safeguarding oversight and organisational governance.

This framework ensures that risks across operational, financial and reputational areas are identified, assessed and managed effectively.

Health and Safety Policy Review and Implementation

The charity undertook a full review of its health and safety policies and procedures, aligning operational systems with best practice and ensuring safe delivery of community activities within the newly redeveloped venue.

Industry-Leading Safeguarding Framework Established

A strengthened safeguarding framework was developed, including updated policies, operational procedures and training programmes designed to protect vulnerable individuals and ensure responsible venue operation.

Safe Night Out Initiative Strengthened

Safeguarding policies and welfare procedures were integrated into the organisation's Safe Night Out initiative, promoting harm reduction, responsible nightlife practices and enhanced welfare support within the community and night-time economy.

Safeguarding and Governance Training

Senior management and organisational leaders participated in sector webinars, training courses and professional learning opportunities to strengthen governance capability and safeguarding expertise.

Community Engagement Advisory Board Established:

A Community Engagement Advisory Board was created to strengthen transparency and community participation in the organisation's development, providing valuable insight from local stakeholders and partners.

Safety Planning During Venue Redevelopment:

Comprehensive risk assessments and contractor safety procedures were implemented throughout the refurbishment process to ensure that building works were conducted safely and in accordance with regulatory standards.

Strengthening Organisational Foundations

Collectively, these developments represent a significant step forward in strengthening the charity's governance and operational resilience.

By embedding strong safety systems, safeguarding frameworks and risk management processes, Nightlife Outreach has established a robust foundation that supports responsible venue operation and the safe delivery of community programmes as the organisation moves into its next phase of development.

Looking Ahead

Although several historic partnerships concluded during 2024 as part of the charity's operational transition, the redevelopment of the Community Engagement Hub has created a strong foundation for future collaboration. This renewed space places Nightlife Outreach in a stronger position to support community-led activity, develop new relationships and deliver programmes that are more closely aligned with its charitable mission and long-term objectives.

Looking ahead, Nightlife Outreach remains committed to empowering communities, supporting grassroots initiatives and building partnerships that create lasting social, cultural and economic impact across Birmingham. By providing a welcoming platform for collaboration, participation and local innovation, the charity aims to strengthen community resilience and expand its positive contribution across the city.

Key Changes and Relationships – 2024

The financial year ending 31 December 2024 represented a significant period of organisational transition for Nightlife Outreach. The year marked the first full year of operation from the charity's new premises at 24–32 Princip Street, Birmingham, following relocation driven by wider city redevelopment.

The move to the new premises enabled the charity to establish a dedicated Community Engagement Hub, designed to support community initiatives, cultural activity, training programmes and welfare services within a safe and professionally managed environment. While the year was characterised by redevelopment and infrastructure improvement, it also provided an important opportunity to strengthen relationships, governance systems and operational foundations.

Establishing Community Relationships

Operating from the new premises allowed Nightlife Outreach to begin building meaningful relationships with local residents, neighbouring businesses and community stakeholders. As refurbishment works progressed and the venue began phased reactivation, the organisation prioritised open communication and engagement with the surrounding community.

Developing these relationships has been an important step in ensuring the venue operates as a positive and responsible presence within the local neighbourhood. Early engagement with residents and local businesses has helped build trust and understanding of the charity's purpose, supporting the long-term integration of the Community Engagement Hub within the local area.

Organisational Structure and Operational Capacity

There were no changes to the charity's management structure during 2024, and the existing leadership framework remained in place throughout the year.

However, the relocation and redevelopment of the new premises resulted in a significant increase in operational workload, particularly in relation to refurbishment works, infrastructure improvements, regulatory compliance and the implementation of operational systems required to support the new facility.

Senior management worked closely with the Board of Trustees to ensure that these additional responsibilities were managed effectively while maintaining the organisation's commitment to safe operations, financial oversight and regulatory compliance.

Strengthening Governance and Safeguarding

The transition to a larger and more complex operational environment provided an opportunity for the organisation to review and strengthen its governance frameworks.

During the year, senior management undertook a programme of professional development, sector engagement and governance review, including participation in webinars, training courses and professional learning opportunities relevant to safeguarding, charity governance and organisational management.

This period of reflection enabled the charity to reinforce internal procedures and ensure that governance systems remained aligned with best practice and the charity's duty of care responsibilities.

Strategic Partnerships and Mission Alignment

Alongside operational developments, Nightlife Outreach worked to establish new partnerships and collaboration agreements designed to support the charity's long-term strategic direction.

These partnerships were developed to help realign the organisation with its founding mission and charitable objectives, particularly in relation to community empowerment, cultural participation, harm reduction and youth engagement.

Strengthening relationships with community organisations, creative practitioners, local enterprises and Night-Time Economy stakeholders has created new opportunities for collaborative programming and future service development.

Strategic Outlook

The developments undertaken during 2024 have established a strong organisational foundation for future growth. The completion of refurbishment works, the strengthening of governance frameworks and the development of new partnerships have positioned Nightlife Outreach to expand its community programmes and cultural initiatives in the years ahead.

The Trustees consider the progress made during the year to represent an important step in the charity's ongoing development and its ability to deliver meaningful social impact within Birmingham and the wider region.

Strategic Achievements and Performance – 2024

The financial year ending 31 December 2024 represented a period of significant organisational progress for Nightlife Outreach. The charity successfully navigated a year characterised by redevelopment, operational transition and strategic realignment while continuing to support community initiatives and cultural programmes.

The Trustees consider the achievements of the year to have established a strong operational and governance foundation for the charity's future growth.

Establishment of the Community Engagement Hub

One of the most significant achievements during 2024 was the continued redevelopment and operational establishment of the charity's new premises at 24–32 Princip Street, Birmingham.

Extensive refurbishment works were undertaken to transform the building into a multi-use Community Engagement Hub capable of hosting cultural programmes, training activities, community initiatives and social enterprises.

Improvements included infrastructure upgrades, internal reconfiguration, installation of safety systems and environmental improvements. Through partnerships and donated materials, the redevelopment was delivered in a cost-effective and environmentally responsible manner.

The new premises now provide a flexible and professionally managed environment that supports the charity's long-term mission of empowering communities through safe and inclusive spaces.

Position for Future Growth

While 2024 was primarily focused on infrastructure development and organisational strengthening, the charity has emerged from this transitional year in a significantly stronger position.

The redevelopment of the Community Engagement Hub, combined with strengthened governance systems and expanded partnerships, provides a solid foundation for future programme delivery.

The Trustees believe that these achievements position Nightlife Outreach to expand its community programmes, cultural initiatives and partnerships in the years ahead, enabling the charity to increase its positive impact across Birmingham and the wider region.

Plans for Future Periods (Strategic Priorities – 2025)

Following a year focused on redevelopment, governance strengthening and the establishment of the Community Engagement Hub, Nightlife Outreach enters the next phase of its development with a clear strategic focus on expanding community impact and strengthening organisational sustainability.

The Trustees have identified several key priorities for the forthcoming period which will guide the charity's activities and programme development.

Expansion of Community Programmes

With the redevelopment of the premises largely complete, the charity will focus on expanding the range and frequency of community programmes delivered from the Community Engagement Hub.

This will include increased support for cultural initiatives, youth engagement programmes, educational workshops and community-led events. The organisation aims to provide accessible opportunities for individuals from diverse backgrounds to participate in creative, educational and social activities within a safe and inclusive environment.

The Trustees anticipate that the venue will continue to serve as a platform for grassroots initiatives, enabling community groups and local organisations to develop and deliver projects that benefit the wider community.

Strengthening Partnerships and Collaboration

The charity will continue to build and strengthen partnerships with community organisations, cultural practitioners, local enterprises and Night-Time Economy stakeholders.

Developing collaborative relationships will allow the organisation to expand programme delivery, increase community engagement and create opportunities for joint initiatives that support the charity's mission.

Particular emphasis will be placed on partnerships that support youth development, creative industries, community wellbeing and social enterprise.

Enhancing Governance and Safeguarding

The trustees remain committed to maintaining strong governance and safeguarding frameworks as the organisation grows.

Future priorities include continuing professional development for trustees, staff and volunteers through relevant training and sector learning opportunities. This will ensure that governance systems, safeguarding procedures and operational policies remain aligned with best practice and regulatory requirements.

Maintaining high standards of accountability and transparency will remain a central principle guiding the organisation's development.

Financial Sustainability and Resource Development

Ensuring the long-term financial sustainability of the charity remains a key strategic priority.

The organisation will continue to explore funding opportunities, partnership agreements and income-generating activities that support the delivery of its charitable objectives. This includes developing relationships with grant-making bodies, philanthropic organisations and community partners.

The Trustees will continue to monitor financial performance carefully to ensure resources are managed responsibly and applied effectively in support of the charity's mission.

Conclusion

The year ending 31 December 2024 has been a defining period for Nightlife Outreach. The successful relocation to the new premises at 24–32 Princip Street and the redevelopment of the building into a Community Engagement Hub represent a significant milestone in the charity's development.

While much of the year was focused on refurbishment works, governance strengthening and operational preparation, these efforts have laid the foundation for the organisation's future growth and community impact. The Trustees recognise that the progress made during this transitional year would not have been possible without the dedication of staff, volunteers, partners and supporters who contributed their time, expertise and resources.

The redevelopment of the new premises has created a safe, flexible and professionally managed environment capable of supporting a wide range of community initiatives, cultural programmes and partnerships. Alongside the physical transformation of the venue, the organisation has strengthened its governance systems, safeguarding frameworks and risk management processes to ensure that all activities are delivered responsibly and in line with best practice.

Throughout the year, the charity has continued to build relationships with local residents, businesses and community organisations, establishing the Community Engagement Hub as a positive and collaborative presence within the neighbourhood. These relationships will remain central to the charity's ability to deliver meaningful and sustainable community programmes.

The Trustees believe that the developments achieved during 2024 have positioned Nightlife Outreach strongly for the future. With improved infrastructure, strengthened governance frameworks and a growing network of partnerships, the organisation is well placed to expand its programmes and continue supporting communities across Birmingham and the wider region.

Nightlife Outreach remains committed to its founding mission of empowering communities, promoting wellbeing and providing safe spaces where people can connect, create and thrive. As the charity moves into the next phase of development, the trustees look forward to building upon the progress achieved during the year and increasing the positive impact of the organisation's work.



The Safe Night Out Policy and Procedures

Nightlife Outreach (1168684)

24-32 PrincipStreet, Birmingham, B4 6LE

Policy Number: NOTSNOPPV225

Policy Author: Leigh Creamer

Responsible Person: Olivia Rhoden

Effective Date: 12-02-2025

Policy Review Date: 12-02-2026

Version Number: 02

Version History				
Version	Approved By	Revision Date	Description of Change	Author
01	Olivia Rhoden	12-02-2025	Trustee and Management changes, policy reviewed and updated	Leigh Creamer
		12-02-2025	Annual Review 93% Compliance updates made to strengthen the policy	Leigh Creamer

1. Introduction

Nightlife Outreach is committed to ensuring a **safe, responsible, and inclusive nightlife experience** for all patrons, staff, and volunteers. This **industry-leading policy** provides a **comprehensive framework** for preventing **violence, harassment, intoxication-related harm, medical emergencies, and disorderly conduct** in all Nightlife Outreach-affiliated venues.

We recognise that a **safe night out is a shared responsibility**, requiring **collaboration between venue staff, security teams, emergency services, and the wider community**. As such, this policy incorporates **proactive safety measures, harm reduction strategies, and**

strict compliance protocols to ensure every patron and worker can enjoy a **secure, positive, and well-managed environment**.

This policy aligns with and exceeds **UK regulatory standards**, including:

Licensing Act 2003 (*Promotes public safety, prevents crime, ensures responsible alcohol sales*)

Health and Safety at Work Act 1974 (*Mandates duty of care for employees, volunteers, and patrons*)

Security Industry Authority (SIA) Best Practices (*Set the framework for security personnel training and deployment*)

The Equality Act 2010 (*Prevents discrimination and harassment in public venues*)

The Violent Crime Reduction Act 2006 (*Provides legal mechanisms for crime prevention in licensed premises*)

Commitment to Industry Leadership

Nightlife Outreach aims to **set a new standard in nightlife safety** by implementing:

Comprehensive venue risk assessments conducted before each event.

Multi-agency collaboration with police, paramedics, and local councils.

Advanced welfare and safeguarding procedures that prioritise **customer well-being**.

State-of-the-art incident tracking and analysis systems for proactive risk management.

Regular security and safety training for all staff and volunteers to maintain **situational awareness and emergency preparedness**.

This policy must be adhered to by all staff, security personnel, and volunteers at all times. Non-compliance will result in disciplinary action or contract termination.

2. Scope

This policy applies to **all individuals working within or attending Nightlife Outreach-affiliated venues, including:**

Security Personnel (RG8 Security) & Door Supervisors

Venue Managers & Bar Staff

Welfare Officers & First Aid Responders

Volunteers & Support Teams

Customers, Patrons, and Visitors

This policy is enforceable at all Nightlife Outreach venues, affiliated events, and outreach programs.

3. Multi-Agency Partnership Commitments

To enhance nightlife safety, Nightlife Outreach has established strategic partnerships with:

3.1 Emergency Services Collaboration

West Midlands Police – Active coordination for **on-call response teams** during high-risk events.

Ambulance & Paramedic Services – Ensuring **on-site first aid readiness and rapid emergency response**.

All venue staff are trained to contact emergency services promptly and efficiently.

3.2 Transport & Safe Departure Services

Local Taxi Firms & Ride-Hailing Companies – Secure and monitored pickup points established.

Night Bus Services & Public Transport Liaisons – Coordinated safe travel routes for patrons.

Designated Safe Travel Points will be manned by security personnel at peak closing times.

3.3 Community & Welfare Partners

Sexual Violence & Domestic Abuse Charities – Referral pathways for survivors of sexual harassment.

Mental Health Support Services – On-call crisis support and post-event referrals.

Monthly safety audits will be conducted with all multi-agency partners.

A Duty Manager must approve all intoxication-related ejections to ensure patron safety.

5. Compliance & Policy Monitoring

This policy will be reviewed quarterly by:

Nightlife Outreach Safety Committee.

Emergency Service Representatives.

Multi-Agency Licensing Authorities.

Safety performance will be assessed using:

Weekly security&welfare reports. Monthly safeguarding audits. Annual risk assessments and safety strategy reviews. **Non-compliant venues will be subject to immediate review and corrective action.**

6. Conclusion

Nightlife Outreach is committed to **leading the UK's nightlife sector in safety, wellbeing, and responsible venue management.** This **comprehensive, industry-leading policy** ensures a **structured, effective approach** to nightlife safety.

All staff, volunteers, and security personnel must uphold this policy at all times.

Signed:

Contents of the Financial Statements
for the Year Ended 31 December 2024

	Page
General information	1
Accountants' report and client approval certificate	2
Trading and profit and loss account	3
Balance sheet	4
Notes to the financial statements	5

Financial Statements for the Year Ended 31 December 2024

for

Nightlife Outreach Charity No 1168684

Nightlife Outreach Charity No 1168684

General Information
for the Year Ended 31 December 2024

Address:

24-32 Princip Steet
Birmingham
B4 6LE

Accountants:

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

for the Year Ended 31 December 2023

Accountants' Report to

Nightlife Outreach Charity No 1168684

In accordance with instructions given to us we have prepared without carrying out an audit the annexed financial statements from the accounting records of Nightlife Outreach Charity No 1168684 and from information and explanations supplied to us

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Date:

Client Approval Certificate

I approve the financial statement and confirm that I have made available all relevant records and information for their preparation

.....
Miss O Rhoden

Date:

Nightlife Outreach Charity No 1168684

Trading and Profit and Loss Account
for the Year Ended 31 December 2024

	31.12.24		31.12.23	
	£	£	£	£
Donations Received		343,096		334,548
Cost of Sales				
Catering & Refreshments		<u>9,016</u>		<u>142,143</u>
Gross Profit		334,080		192,405
Other Income				
Government Grants Covid 19		<u>334,080</u>		<u>192,405</u>
Expenditure				
Rent	52,301		42,500	
Rates and Water				
Insurance	719		5,978	
Light and Heat	1,926		15,367	
Post and stationery	1,299		3,100	
Motor Expenses	4,538		1,724	
Repairs & Renewals	8,566		5,784	
Sundry expenses	20,684		34,048	
Cleaning	12,571		28,291	
Security	3,331		5,072	
Building repairs	116,578		20,842	
Accountancy Consultants	6,308		4,162	
		<u>228,821</u>	2,067	<u>168,935</u>
Finance costs		105,259		23,470
Bank charges		<u>30</u>		<u>72</u>
		105,229		23,398
Description				
Fixtures and Fittings		<u>24,219</u>		<u>1,461</u>
Net Profit		<u>81,010</u>		<u>21,937</u>

Nightlife Outreach Charity No 1168684

Balance Sheet

31 December 2024

	Note	31.12.24	31.12.23
		£	£
Fixed assets			
Tangible assets	1		8,277
		54,782	
Current assets			
VAT		0	25,238
Prepayments		28,995	26,665
Bank account no. 1		6,020	23,776
Cash in hand		2,000	2,000
		<u>37,015</u>	<u>77,679</u>
Current liabilities			
Trade creditors		16,500	1,000
Social security and other taxes		1,394	1,394
Other creditors		148	148
Accrued expenses		1,300	1,300
		<u>19,342</u>	<u>3,842</u>
			<u>73,837</u>
Net assets		<u>72,455</u>	<u>82,114</u>
Financed by			
Capital account	2	<u>72,455</u>	<u>82,114</u>

Notes to the Financial Statement
for the Year Ended 31 December 2024

1	Tangible fixed assets				
	Cost				Fixtures and fittings £
	At 1 January 2024 and 31 December 2024				<u>67,782</u>
	Depreciation				
	At 1 January 2024				12,200
	Charges for year				<u>1,461</u>
	At 31 December 2024				<u>13,661</u>
	Net book value				
	At 31 December 2024				<u>54,151</u>
	At 31 December 2023				<u>8,277</u>
2	Capital account				
		31.12.24		31.12.23	
		£	£	£	£
	Brought forward	8,565		60,177	
	add				
	Net Profit	<u>81,010</u>		<u>21,937</u>	
			<u>72,445</u>		<u>82,114</u>
			<u>72,445</u>		<u>82,114</u>

NIGHTLIFE OUTREACH

England & Wales - Charity number 1168684

Accounts

Annual Report 2023

Reg 1168684)

**77A Upper Trinity Street ,Digbeth Birmingham , B9 4EG
24-32 Princip Street, Birmingham, B4 6LE**





Table of Contents

01	<i>Introduction, Summary & Acknowledgement</i>	p 03-04
02	<i>Partnerships</i>	p 05-07
03	<i>Key Changes and Relationships</i>	p 08
04	<i>Structure Governance & Management 2023</i>	p 09
05	<i>Safety and Risk Management 2023</i>	p 10
06	<i>Nightlife Outreach Objectives 2023</i>	p 11
07	<i>Advancement of Health and Saving Lives</i>	p 12 - 46
08	<i>Nightlife Outreach Community Projects 2023</i>	p 47- 53
09	<i>Nightlife Outreach Move</i>	p 54-57
10	<i>Nightlife Outreach Accounts 2023</i>	p 58-64

Introduction



We are excited to present the 2023 Annual Report, a comprehensive reflection on the transformative journey of Nightlife Outreach over the past year. This report provides an insightful overview of our significant achievements and the impactful milestones reached during the last 12 months.

Despite facing a challenging year marked by the necessity to relocate due to the Birmingham Regeneration Project and the HS2 development, Nightlife Outreach has demonstrated resilience and adaptability. From innovative initiatives to deepened community partnerships, this past year has been a testament to our ongoing commitment to fostering positive change and support for those we serve. Join us as we celebrate our progress, recognise the efforts of our dedicated team, and outline the path forward for continued growth and outreach.

Executive Summary

Nightlife Outreach, a UK-based charity dedicated to supporting mental health and addressing substance abuse, proudly presents its 2023 Annual Report. This report highlights the significant achievements, impactful partnerships, and forward-thinking initiatives that have propelled our mission of promoting well-being and safety within the nightlife community. Despite facing challenges, such as relocating due to the Birmingham Regeneration Project and HS2 development, we have continued to adapt, thrive, and deepen our commitment to those we serve. Join us as we reflect on a year marked by resilience, progress, and community-driven success.

Key Achievements 2023

In 2023, Nightlife Outreach solidified its presence within the Digbeth nightlife community by fostering key partnerships and implementing Our bespoke Safe Night Out Policy. These packs contained vital resources on drug education and details about our mission, further spreading awareness and support across the country.

We were proud to build new partnerships with global organisations, including Cawarden and EDF, as part of our expanded environmental policy.

A significant challenge we faced this year was the need to relocate due to the Birmingham Regeneration Scheme and HS2 development.

Community and Grassroot Projects

In 2023, we maintained our commitment to supporting the community and grassroots projects initiated in 2022, while also embracing new and exciting initiatives designed to assist the most vulnerable members of our community. Details of these impactful projects will be outlined later in this report.



Acknowledgment

The Trustees are thankful to the many generous donors whose contributions have played a significant role in dismantling the stigma surrounding mental health and advancing public awareness of recovery pathways.

The exceptional management team has commendably facilitated the continued growth of the charity, allowing its objectives to have a far-reaching impact.

We extend our heartfelt wishes for good health to our invaluable donors, dedicated volunteers, and the Nightlife Outreach team. May their unwavering spirit continue to illuminate the path towards a brighter future.

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable Law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare a financial statement for each fiscal year that provides a true and fair view of the Charity's state of affairs, incoming resources, and application of resources for that period.

In preparing these financial statements, the Trustees are required to:

- Select appropriate accounting policies and then apply them consistently
- Observe the methods and principles in the applicable Charities SORP (2019)
- Make judgements and estimates that are reasonable and prudent
- Specify and justify departures in the financial statement.

The trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 the Charity (Accounts and Reports) Regulations 2008.

They are also responsible for safeguarding the Charity's assets and, as a result, taking reasonable steps to prevent other irregularities.

Signed on behalf of Nightlife Outreach



Empowering Community and Building Strong Partnerships in 2023

Empower Poetry emerged as a dedicated platform to uplift and give voice to the often under-represented poetry community in Birmingham and the West Midlands, fostering artistic expression and community engagement.

Artz n Vibz brought an immersive experience to life with a full day of positive energy, delicious food, and a gathering of diverse artists, musicians, writers, and art enthusiasts, creating an unforgettable celebration of creativity.

Espresso Village, a local small business, continued to thrive in our community food court—opened last year—serving an array of hot beverages, continental breads, and sweet treats, fostering connection and local support.

Go Girls provided a safe and empowering environment as a female-only support group focused on helping girls at risk of gang involvement, substance abuse, and sexual exploitation. Nightlife outreach ensured that the venue was female only all males were asked not to attend the venue to allow a safe space for this amazing community cause.

Our commitment to sustainability and environmental responsibility was strengthened through collaborations with **Cawarden**, one of the UK's largest demolition companies, and This partnerships led to donations exceeding £80,000 in fittings and equipment for our new community centre, enabling us to upcycle materials and significantly reduce landfill waste.

Birmingham City Council Device Bank Redistribution scheme: The charity received 10 laptops to donate into the community to enhancing opportunities for further education and training within our community.

Empowering Community and Building Strong Partnerships in 2023

SJB Under 9's football club is a local kids football club that Nightlife Outreach sponsors; hosting regular fundraising events to raise money for the team football kit and refreshments.

Brighter Business Solutions is a freelance business development consultant that Nightlife Outreach continues to donate office space and training facilities to.

Vegan Cafe Co. is an independent vegan catering company. Nightlife Outreach provides a kitchen for the company to operate; supporting the companies innovation and growth. The charity also assisted in the company operating at festivals around the UK such as Reading, Wireless and Latitude.

Living and Winning is a new mentoring and crime prevention programme. Nightlife Outreach played a crucial role in the formulation of the organisation's mission and objectives, and it continues to support projects and young adult services.

Supersonic Festival is a yearly music festival in Birmingham featuring a combination of music, art, film and alternative creative crafts. Its commitment to discovering new and challenging performances, as well as its eclectic and diverse approach to music programming across a variety of genres, have established it as one of the preeminent experimental festivals in the United Kingdom.

Fierce! (previously Fierce Earth) is an international performance festival that has taken place annually in and around Birmingham, England since 1997. The 2004 festival commenced in May in Birmingham, England, with a series of hot air balloons traversing the city's streets during the early hours of the morning while gentle music was played to "encourage dreams associated with the music."

Choir with No Name provides a safe space, where people can express themselves without being labelled, or judged. Their aim for their choir is to help members build their confidence and skills, and make genuine life-long friendships, so that they are in a better position to tackle the other challenges in their lives and move away from homelessness long-term.

7 Shots Archery is a start up archery school providing a range of archery classes and professional training. By purchasing apparatus and investing in the professional certification of an instructor, Nightlife Outreach has established an archery range for this ever growing sport.

Glass Onion Vintage Market - An environmentally friendly pop up market, up-cycling classic and vintage clothing whilst addressing the environmental impacts caused by the fashion industry. Nightlife Outreach donate the full venue to facilitate this pop up market.

Empowering Community and Building Strong Partnerships in 2023

Hands of Infinity serves the underprivileged community by providing youth clubs and mentoring programmes to our local community. Nightlife Outreach provides space and free computer access to aid in the provision of this essential service. This partnership ended December 2023, but the charity will continue to offer support and guidance

Trade a Blade and Nightlife Outreach continued to run the half-term kids club with a variety of team-building activities and conflict resolution classes. This partnership ended February 2023 but the charity will continue to offer support and referrals

Toxic Dolls offers certifications in the disciplines of fire breathing and angle grinding. Nightlife Outreach provides the space for classes and performances to take place.

Nightlife Outreach has continued to assist a multitude of small local artists, businesses, and community organisations by offering a secure environment for their artistic expression and business development to take place.



Key changes and Relationships

The Board of Trustees plays a critical role in overseeing the charity's decision-making processes and managing the organisation's operations to achieve its annual objectives. For 2023, the board and management committee has been actively involved in ensuring the charity remains aligned with its mission and goals.

Changes to the Board of Trustees

This year, the Board of Trustees underwent some notable changes. A new trustee was appointed, replacing a member who transitioned to another charity focusing on LGBTQIA+ support in Brighton. Another trustee stepped down to prioritise family commitments. We extend our heartfelt gratitude to both individuals for their many years of dedicated service to Nightlife Outreach and wish them every success in their future endeavours.

Management Structure and Responsibilities

The charity's management structure remains unchanged; however, individual responsibilities have been redefined to accommodate the board transitions.

- Chief Executive Officer (CEO): Continues to oversee and manage the charity's key objectives, ensuring strategic focus and momentum throughout 2023.
- Chief Operating Officer (COO): Responsible for leading fundraising initiatives, managing donations, and fostering key partnerships.
- Chief Administrative Officer (CAO): Ensures the implementation of robust fire safety, health, and risk management systems while overseeing the training of all staff and volunteers.

Partnerships and Environmental Initiatives

This year, we proudly forged partnerships with esteemed global organisations, including Cawarden, EDF, and the NHS, as part of our expanded environmental policy. These collaborations represent a significant step in our commitment to sustainability and our contribution to combating climate change.

Challenges and Developments

A major challenge in 2023 was the necessity to relocate due to the Birmingham Regeneration Scheme and HS2 development. This relocation significantly impacted the charity, as well as our vulnerable service users and the broader community. Consequently, all classes, community projects, and events were indefinitely suspended.

After an extensive search and numerous venue assessments, we are pleased to announce that Nightlife Outreach has secured a new location. This new facility provided us with the opportunity for a comprehensive refurbishment project, culminating in the establishment of a Community Engagement Hub. This development marks a significant milestone, allowing us to expand our reach and enhance our impact within the community.

Structure, Governance and Management

The governance responsibilities of the charity are overseen by experienced trustees on a pro-bono basis. They include specialists from finance, marketing and those with community knowledge.

Trustees are required to give direction and devise strategies to help the charity achieve its aims and objectives within the regulatory framework. Trustees meet on a regular basis throughout the year to assess performance. When necessary policies are examined and amended, grant requests are assessed for approval, and new projects are argued for introduction.

The charity operations are overseen by the trustees with consultants involved in awareness building and administration. Management decisions are undertaken through consultation between the trustees and final approval is made collectively.

At the induction of a new Trustee, training would be recommended dependant on the level of knowledge and experience that the new trustee brings.

Governing Document and How the Charity is Constituted

The charity was formed and officially registered with The Charity Commission on the 9th August 2016.

The charity constitution was updated in 2019. The Trustees administer and maintain the constitution under the name Nightlife Outreach.

Environmental Policy and Initiatives 2023

We are proud to announce new partnerships with esteemed global organisations, including Cawarden, EDF, NHS and Birmingham City Council, as part of our expanded environmental policy. These partnerships demonstrate our shared commitment to sustainability and addressing the challenges of climate change. Each organisation has generously donated significant quantities of materials, equipment, and furniture to our charity, enabling us to upcycle and repurpose these items at our new premises, significantly reducing waste and diverting items from landfills.

Our environmental policy emphasises resource efficiency, waste reduction, and fostering a culture of environmental responsibility. Through these donations, we have been able to incorporate sustainability into the foundation of our operations. The materials provided by Cawarden and EDF have allowed us to creatively upcycle and furnish our premises, aligning with our mission to minimise environmental impact while creating functional and inspiring spaces. This initiative not only supports our operational needs but also reinforces the importance of reusing and repurposing materials as a key sustainability strategy.

These collaborations form a vital part of our long-term environmental goals, demonstrating the power of collective action to address pressing global issues. By reducing the volume of waste sent to landfills and giving new life to donated items, we are contributing to a more sustainable future. These efforts align with our vision of integrating environmental consciousness into every aspect of our work, creating a positive impact for our organisation, the community, and the planet.

Safety and Operational Risk Management 2023

In 2023, one of the primary goals and objectives of Nightlife Outreach is to strive to lead the way in venue safety, standards, and training.

At Nightlife Outreach, the safety and well-being of our patrons, staff, and volunteers are at the core of our operations. In partnership with RG8 Security, we ensure that all safety protocols meet the highest standards. RG8 personnel are fully trained and certified in Security Industry Authority (SIA) and First Aid, with a thorough understanding of the venue's layout and emergency response procedures, ensuring they are equipped to handle any situation effectively.

In 2023, we undertook a comprehensive review of our health and safety policies, procedures, and risk management systems. This included upgrading our CCTV system and realigning cameras to ensure full coverage of the venue. These changes are part of our ongoing efforts to identify potential risks proactively and implement measures that enhance safety and security throughout the premises.

A key element of our safety framework is maintaining a strict security staff-to-patron ratio of 1:50, ensuring adequate resources to address any safety concerns. High-visibility jackets and prominently displayed SIA badges are mandatory for all security personnel, enhancing their visibility and authority. Clear and consistent communication is facilitated through radios provided to essential teams, including venue management, first aid, welfare, and security, ensuring rapid response capabilities.

Our risk management system focuses on continuous hazard identification, risk assessment, and mitigation measures. All safety and risk management protocols are regularly reviewed and updated to align with current UK regulations and best practices, ensuring our commitment to compliance and excellence.

By rigorously maintaining these standards, Nightlife Outreach has positioned itself as a leader in health and safety within the nightlife sector. These measures reflect our dedication to creating a secure and welcoming environment for all who visit, work, or volunteer at our venue.

Nightlife Outreach Objectives 2023



As of 2023, Nightlife Outreach maintains an unwavering dedication to accomplishing the goals outlined in the organisation's constitution. Our mission is to promote social and charitable purposes, with a particular emphasis on the regeneration of areas affected by socioeconomic disadvantage, primarily within the West Midlands.

We are dedicated to expanding our vision both nationally and internationally, with a steadfast commitment to inclusivity, irrespective of age, gender, race, political or religious beliefs, sexual orientation, or preferences.

Specifically, our objectives encompass the following areas:

1. **The Relief of Poverty:** We make a concerted effort to reduce poverty by any and all ways that are relevant to the situation.
2. **Research and Consultancy:** Our commitment to research and consultancy drives informed decision-making in our efforts.
3. **Job Creation Schemes:** We actively strive to alleviate unemployment by implementing job creation schemes.
4. **Advancement of Education and Training:** We aim to foster educational and training opportunities for the betterment of our community.
5. **Promotion of the Arts:** We support and facilitate performance art and musical activities, promoting the arts through both live events and digital media.
6. **Provision of Recreational Facilities:** In the interest of social welfare, we provide recreational facilities that enhance the quality of life for our community.
7. **Associated Product Development and Delivery:** We engage in associated product development and delivery, aligning with our broader objectives.

Moreover, our commitment extends to the preservation and protection of good mental health for individuals accessing the LGBTQIA+ and Night Time Economy (NTE) sectors; particularly those grappling with drug or alcohol addiction and the consequent mental health challenges they may face. We undertake this mission by:

- **Providing Advice, Information, and Education:** Equipping users of the LGBTQIA+ and NTE sectors with the knowledge and resources needed to navigate life free from the blight of addiction.
- **Conducting and Commissioning Research:** We actively engage in research related to substance abuse and its profound effects on mental health, with a commitment to sharing the valuable results of this research with the community and beyond.

The Advancement of Health and The Saving of Life

In 2023, Nightlife Outreach implemented a series of impactful initiatives aimed at enhancing mental health awareness, improving access to support resources, and fostering a safer community environment. Below are the key actions and developments:

Training for the Management Team

The management team underwent comprehensive training in suicide prevention and mental health awareness. This training ensures that all team members are equipped with the latest skills and knowledge to identify, support, and address mental health concerns effectively. This initiative underscores our commitment to providing empathetic and informed care to our service users and community.

Promoting Mental Health on Social Media

Utilising our social media platforms, we actively promoted positive mental health messaging and shared practical coping strategies. These posts also included guidance on how individuals could access support services, ensuring our reach extended to those who might not otherwise engage with traditional support channels.

Mental Health and Wellbeing Policy Implementation

Nightlife Outreach introduced a robust mental health and wellbeing policy for all staff and volunteers. This policy aims to foster a supportive environment, ensuring our team has access to resources, training, and assistance for their own mental health while enabling them to better support others.

Substance Awareness Campaigns

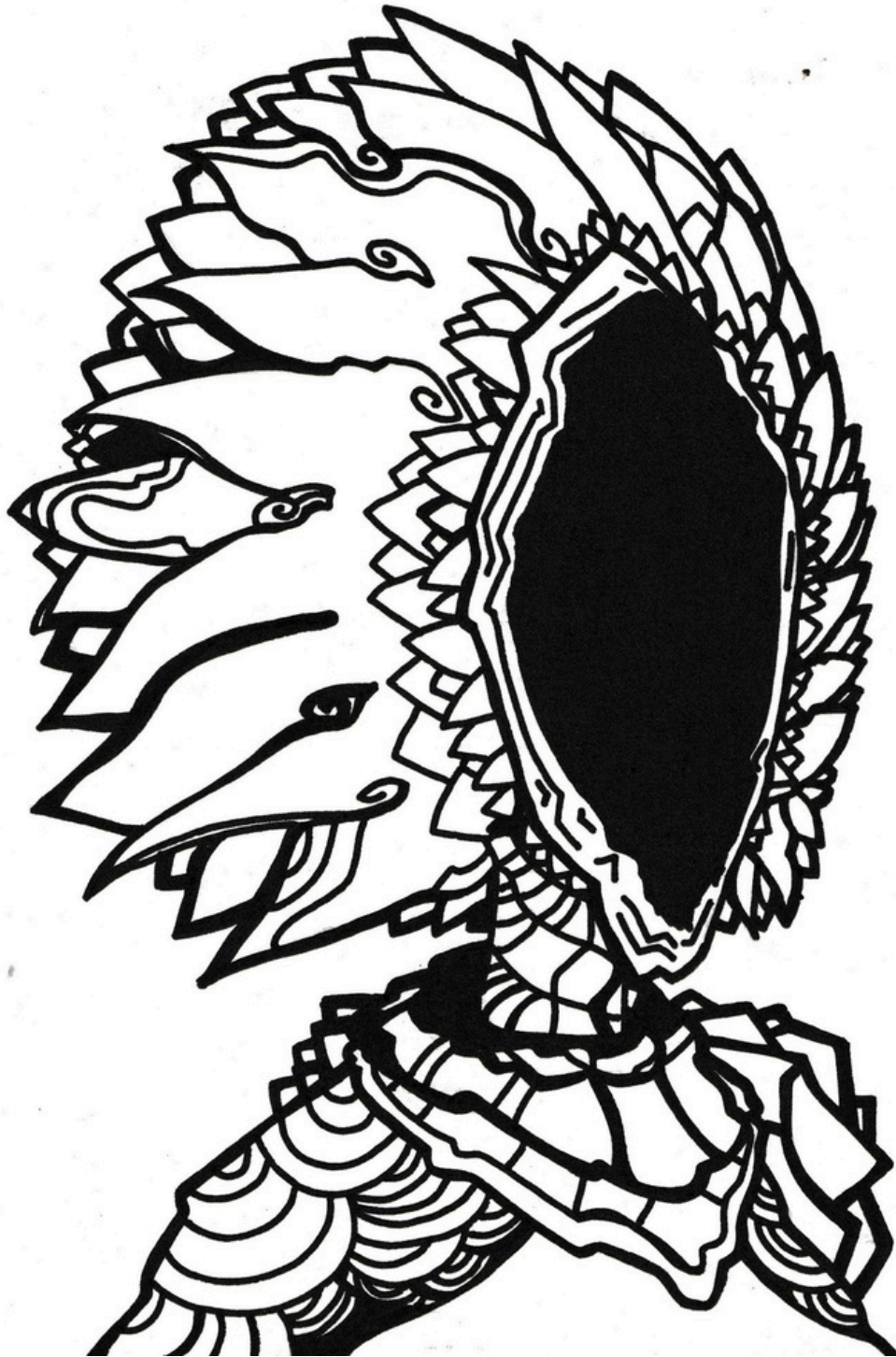
In response to increasing concerns about drug use in Birmingham's social venues, Nightlife Outreach launched a targeted Substance Awareness Campaign focused on educating the community about the risks of commonly used substances such as ketamine, GHB, and crystal meth. Extensive research was conducted in collaboration with healthcare professionals, substance abuse experts, and local organisations to gather accurate information about these drugs' effects, risks, and harm-reduction strategies. This research formed the basis for a range of educational materials tailored to the needs of Birmingham's nightlife and social scenes.

The campaign produced a suite of informative resources, including detailed leaflets outlining the dangers and effects of each substance, harm reduction advice, and a directory of local and national support services. Eye-catching posters were placed in high-traffic areas such as bars, clubs, and community centres to amplify the message and encourage individuals to seek help if needed. To increase visibility, promotional items such as badges, keyrings, and pens featuring the Nightlife Outreach logo and contact information were distributed, ensuring that vital support details were readily accessible. These materials were also included in outreach kits sent to LGBTQIA+ venues, student unions, and other social hubs.

Engagement with Local Leaders

To deepen our engagement with the community, we shared our charity press pack with local councillors and Members of Parliament. This effort highlighted our initiatives and achievements, aiming to build stronger relationships with policymakers and increase our visibility within the community.





AFKOLKIN

**DON'T BE AN A-HOLE
STAY OUT THE K-HOLE**

BE SAFE KNOW YOUR DRUGS





WHAT IS KETAMINE

Ketamine is a general anaesthetic normally used on animals.

"Are you a bloody horse"

Ketamine can look like a liquid or a white/off white powder similar in appearance to Cocaine. **"So please dab and check before doing a line"** its easy to confuse cocaine with ketamine until it hits you but by then its to late to turn back.

HOW DOES IT FEEL

The effects depend on how much you take and if you have any other substances in your system.

Snorting will give a speedy rush like feeling 5/10 mins after taking and can last for one to two hours. **Your Senses, Coordination and Judgement maybe fucked for 24 hours or longer.**

"THAT'S A HELL OF A LONG TIME TO BE OFF YOUR TITS"

Taken in a small does you might have the feeling of being outside your body and a dream like effect. **"Don't get excited it's not all rainbows and ponies"**

If you take to much your high will become a full on hallucinogenic mindfuck where your unable to walk, talk or function

Welcome to the K-HOLE my friend CONGRATS your now a sedated horse.

TAKE WITH CARE

- Don't mix with other drugs.
- If injecting use clean needles never ever share.
- If you suspect an overdose call **999**

OTHER NAMES

Kate, K, Super K, Vitamin K and Special K.

Ketamine has nothing to do with vitamins or cereal

HOW IS IT TAKEN

In powder form it's either snorted or wrapped in rolling paper and swallowed that's called "Bombing".

Liquid form is injected straight in to a main vain this is called "Slamming"

LONG TERM

Regular use of Ketamine will leave your with attention, learning and memory problems. hallucinations, confusion, raised heartrate You can also suffer from blood pressure, dangerously slow breathing and random bouts of unconsciousness.

Its not uncommon to end up with ulcers, kidney / stomach problems and a weak bladder.

You've basically turned your sexy ass into a geriatric wreck.

THE DANGER OF A K-HOLE

It is easy to become addicted, the more you take the more you need. You will forever chase that original high but you will never feel it again.

Taking Ketamine on a night out leaves you venerable to dirty predators looking for an easy target. **People will try to take advantage of your sweet ass, take care and always stay vigilant.**



**TINA IS NOT SIMPLY THE
BEST
TINA IS A CRYSTAL METH
QUICK DEATH**



BE SAFE KNOW YOUR DRUGS

WHAT IS TINA

Tina is street slang for methamphetamine also known as the illegal drug crystal meth.

It is a central nervous system stimulant, made by mixing ephedrine pseudoephedrine with other chemicals.

HOW IS IT TAKEN

Smoked using a pipe or straight into the blood stream commonly called "slamming"

Mixing Tina with other drugs is a quick way to find your ass in A&E or the mortuary. "G&T" having a drink containing GHB and smoking Tina in a pipe is probably one of the dumbest ways to have a good time or get high.

LONG TERM USE

liver/kidney/lung damage, malnutrition, tooth decay, stroke, epilepsy, damage to the brain and even **DEATH**

Individuals addicted to Crystal Meth (Tina) are urged to seek help as soon as possible before their addiction gets out of hand permanent

"Don't think your special and this won't happen to you"

TINA MAY SOUND LIKE A GREAT TIME BUT IN REALITY IT'S A SHIT SHOW

If this leaflet does bollock-all to change your mind, don't be an idiot follow a simple a safety guide.

OTHER NAMES ARE

Tina has many other slang names such as T, Crank, Glass, Ice, Christine and Yaba these are deviously derived by drug dealers to down play the origins of the drug and how deadly it is.

SIDE EFFECTS

Tina will reduce your appetite, give the user a feeling of exhilaration and alert, "awake for bloody hours if not days" all feeling ***confused, with the additional side effects of being paranoid, agitated, aggressive and a racing heartbeat.***

"Oh look your fucked what fun" You basically look like a creepy zombie with a hardon eeewwww !!

THE DREADED COMEDOWN

After a binge it's common to experience intense itching, insomnia, physical, visual, and auditory hallucinations.

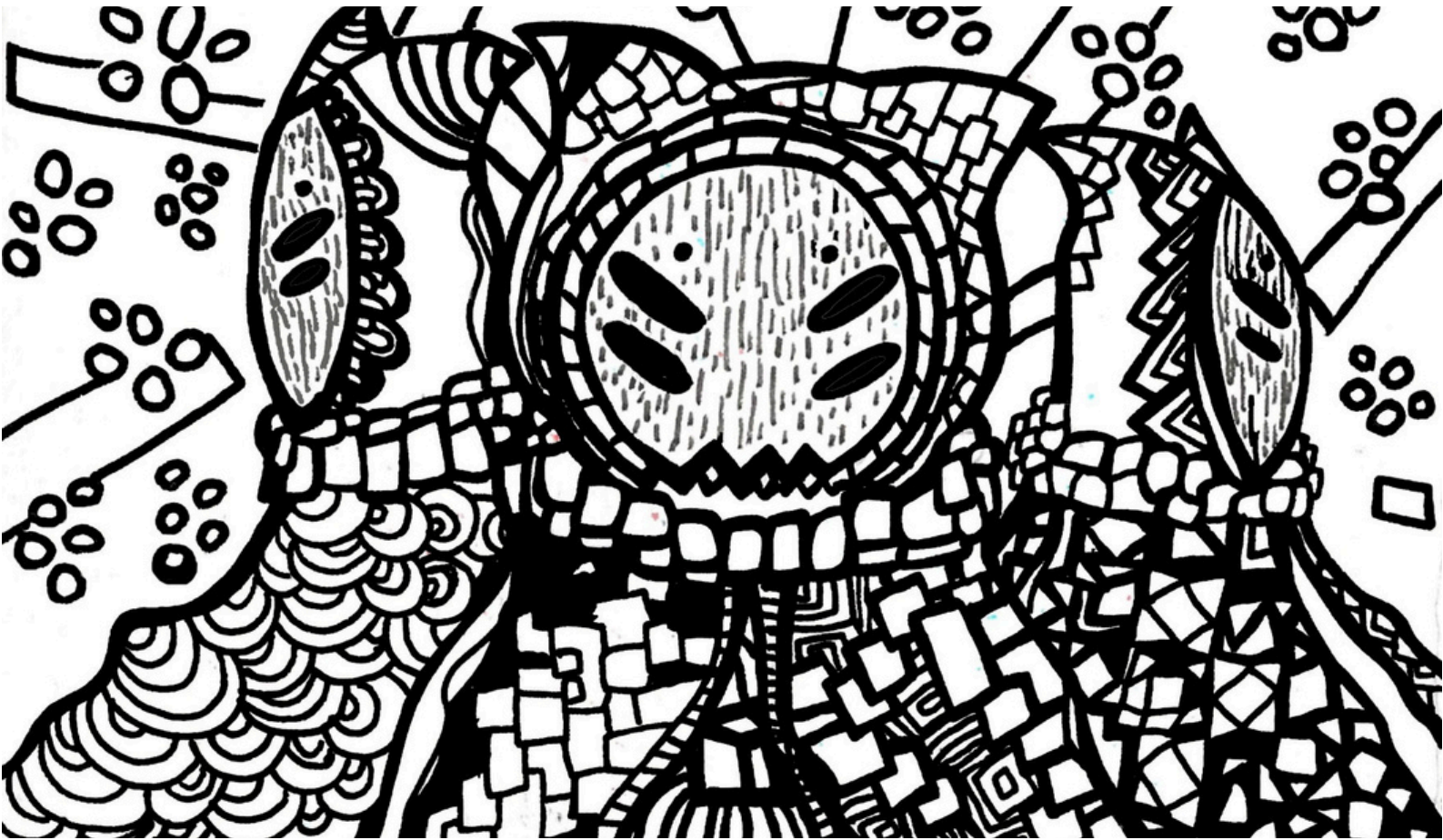
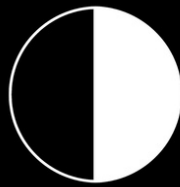
Great you now look like a flea ridden zombie.

But wait it gets worse when you crash and start to have withdrawals your body shuts down.

You will have server depression, suicidal thoughts and be in extreme pain as your body deals with the aftermath of having Tina in your system.

TAKE WITH CARE

- Don't mix with other drugs.
- If injecting use clean needles never ever share.
- If you suspect an overdose call **999**



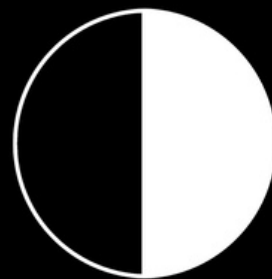
GHB

**DOESN'T STAND FOR
GRIMEY HORNY BA%*#RD
BUT IT SHOULD!
"ONLY PERVERTED PREDATORS
SPIKE PEOPLE"**



BE SAFE KNOW YOUR DRUGS

NIGHTLIFE OUTREACH



WHAT IS GHB

GHB is a psychoactive drug that interacts with the GABA receptors in your brain. It produces effects such as euphoria, enhanced libido, enhanced sense of empathy, decreased inhibitions and sedation. Basically, this means it slows down messages travelling between the brain and body leaving you susceptible to coercion and vulnerable to assault.

WHY IS IT SO POPULAR WITH SEXUAL PEREDATORS

GHB has a low classification in the UK (Class C) which is a lower criminal charge and shorter sentences for possession. Thanks to public awareness and campaigns, GHB is due to be reclassified as a Class B substance.

GHB comes in a colourless, odourless powder or liquid with little to no taste once mixed with a drink making it easy to drug unsuspecting people.

OTHER NAMES

G, fantasy, grievous bodily harm (GBH), juice, liquid ecstasy, liquid E, liquid X, Georgia Home Boy, soap, scoop, cherry meth, blue nitro, fishies.

HOW CAN YOU BE SPIKED

Drinks Spiking

It is shockingly easy to be spiked and unwillingly drugged; especially in a bar or club where it is hard to keep perfect track of every drink.

Do not consume your drink if you are unsure it is safe.

Needle Spiking

You might think you would feel being pricked by a needle but studies show these needles are so thin that you barely feel a scratch. However, if you have been drinking, you may not feel it at all.

SIGNS OF GHB INTOXICATION

The high produced by GHB is often described as sharing traits with both alcohol and MDMA (ecstasy) intoxication.

It will be hard for staff or paramedics to know the difference from the symptoms you present. You or your friends must let them know exactly how much you have consumed and how this reaction is not normal.

- **Reduction in inhibitions**
- **Unusual behaviour**
- **Sudden increase in empathy and friendliness**
- **Increased sexual desire**
- **Sudden spike in happiness**
- **Drowsiness**
- **Dizziness**
- **Nausea**
- **Agitation**
- **Visual disturbances**
- **Slow breathing**
- **Difficulty communicating**
- **Loss of coordination**
- **Strange, erratic body movements**
- **Erratic facial expressions**

You know yourself and your friends better than anyone else! If you or your friends start exhibiting any of the above symptoms and acting out of character, this is a sign they may have been Spiked.

THE DANGER OF GHB OVERDOSE

It is extremely easy to accidentally drop in too much GHB to a drink

An overdose of any drug can be fatal

Overdosing or unknowingly mixing GHB with alcohol and other drugs can include symptoms such as:

- **Nausea**
- **Vomiting**
- **Incoherence if conscious**
- **Falling unconscious**
- **Extreme sweating**
- **Irregular or shallow breathing**
- **Loss of physical coordination including inability to stand**
- **Involuntary muscle contractions, shaking, twitching or tremors**

HOW LONG DOES IT TAKE TO FEEL THE EFFECTS?

This drug begins to induce euphoric effects within 10-20 minutes after ingestion with the peak of the high occurring in under an hour.

HOW LONG DOES THE EFFECTS LAST?

The effects can last anything from 1 hour to 5 hours but an overdose of GHB will last longer

WHAT IS THE COMEDOWN LIKE?

The most common comedown symptoms are **emotionally drained or exhausted**, **feeling depressed**,

WHAT SHOULD YOU DO IF YOU THINK YOU OR FRIEND HAS BEEN SPIKED

- Step 1: Remove any drinks or other intoxicants away from them.
- Step 2: (if possible ask staff to keep drinks as evidence)
- Step 3: Alert trusted individuals **friends/staff/security** of the situation.
- Step 4: Remove the victim from crowded area if safe to do so. Monitor the victims breathing and state of consciousness. If they are
- Step 5: unresponsive call **999** do not try to move them yourself. Stay with them until the emergency services arrive. Inform emergency
- Step 6: services of suspected GHB Spiking.
- Step 7: (Be respectful to A&E staff they are used to people lying about their drink and drug intake)
- Step 8: Follow medical advice and instructions when taking them home.
- Step 9: Either stay with them or arrange check in's. Report incident to
- Step 10: police and venue if you haven't already.

We understand this is a stressful situation but it is important to stay calm and make venue staff/emergency services aware of a suspected drug spiking to ensure you are treated correctly.

MOST IMPORTANTLY

Enjoy your night out and go home safe



ASK FOR ANGELA

Is someone making you uncomfortable?

Ask a member of staff for Angela.

Safely get help without alerting the perpetrator.

PACE YOUR SELF

Your here for a while

If you need medical assistance be honest.

What you've consumed can affect your treatment.

TOUCH BASE

Keep in contact with your friends

Let them know where you are, when you're leaving & who you're leaving with.

Share your location with a trusted friend if you feel unsafe.

STAY SAFE

Did you lose sight of your drink?

Get a new drink babe, its not worth the risk

Do you feel a sharp stabbing pain?

immediately check the area for a puncture wound. If you suspect you have

been spiked seek medical help immediately.

**THE COMEDOWN/HANGOVER CAN BE TOUGH ON YOUR
MENTAL HEALTH**

THESE FEELINGS WILL PASS, YOU WILL BE OK.



N.O Angels

www.nightlifeoutreach.co.uk



ASK FOR CONSENT

Are they intoxicated

NOT COHERENT MEANS NOT CONSENTED

DON'T BE AN ACCOMPLICE

Did you just see them spike someone?

PROTECT THE VICTIM NOT THE PREDATOR!

STAY SAFE

Did lose sight of your drink? Don't be a victim,

Spiking can happen to anyone.

PACE YOUR SELF

Your here for a while

There's no need to do it all at once

If you need help, **ASK FOR IT!**

Be honest with medical staff about what you have taken. You're not in trouble & they won't judge.

**THE COMEDOWN/HANGOVER CAN BE TOUGH
ON YOUR MENTAL HEALTH
THESE FEELINGS WILL PASS, YOU WILL BE OK.**

SAFE NIGHT OUT POLICY AND PROCEDURES

Nightlife Outreach (7SVN)

77A Upper Trinity Street
 Digbeth
 Birmingham
 B9 4EG



POLICY NAME	Safe Night Out Policy and Procedures			POLICY NO.	N077IPP02723
EFFECTIVE DATE	01-01-2023	DATE OF LAST REVISION		VERSION NO.	001
ADMINISTRATOR RESPONSIBLE	Leigh Creamer	CEO/DPS:	Olivia Rhoden		
APPLIES TO apply group names to define applicable areas of staff					
GROUP 1	Security RG8	GROUP 2	Venue Management	GROUP 3	Volunteers
GROUP 4		GROUP 5		GROUP 6	

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
001	Olivia Rhoden	01-01-2023	Implementing policy	Leigh Creamer

Introduction

Nightlife Outreach is dedicated to setting the standard for health, safety, and wellbeing within Birmingham's nightlife. Our Safe Night Out Policy ensures the safety and enjoyment of all patrons, staff, and volunteers at events and venues, with a robust framework addressing intoxication, safeguarding, welfare, and mental health. This policy reflects our commitment to inclusivity, protection, and fostering a respectful, secure environment for all attendees.

By integrating insights from our Intoxication, Safeguarding, Sexual Harassment and Violence, Welfare, and Mental Health policies, this document establishes comprehensive guidelines for the highest level of safety in all venue operations and events.

SCOPE

This policy applies to:

- All Nightlife Outreach Activities: Including events, outreach programs, and partnership projects.
- All individuals: employees, volunteers, contractors, patrons, and visitors.
- Partner organisations and venues: collaborating with Nightlife Outreach on community safety initiatives.

It ensures that every individual, irrespective of age, gender, background, or circumstances, can experience a safe, supportive, and inclusive environment.

Core Principles

1. Safety First:
 - Prioritise the safety and wellbeing of all individuals in attendance.
 - Implement measures to address health risks, intoxication, harassment, and vulnerability.
2. Inclusivity and Respect:
 - Foster a culture that respects diversity and supports all individuals, particularly those from marginalised or vulnerable communities.
3. Proactive Prevention:
 - Utilise training, education, and harm reduction strategies to prevent risks before they occur.
4. Effective Support and Response:
 - Establish clear protocols to identify and support individuals in distress or crisis.
 - Ensure responses to incidents are swift, compassionate, and aligned with best practices.
5. Collaboration and Accountability:
 - Work with local authorities, community groups, and partners to promote collective safety.
 - Commit to regular reviews and updates to maintain compliance with legislation and evolving needs.

KEY COMPONENTS

1. Intoxication Management

- Challenge 25 Policy:
 - Enforce strict age-verification processes to prevent underage alcohol consumption.
 - Display clear signage and train staff to uphold these requirements consistently.
- Monitoring and Intervention:

- Train staff to recognise early signs of intoxication or substance misuse.
 - Ensure free water is readily available and orange juice is provided for medical needs.
 - Escort intoxicated individuals to a designated welfare area for further assessment.
 - **Safe Departure:**
 - Verify the safety of patrons leaving the venue.
 - Ensure vulnerable individuals are accompanied by trusted companions or provided with secure transportation.
 - **Emergency Response:**
 - Deploy trained welfare staff to assist individuals experiencing medical emergencies due to intoxication.
 - Implement escalation protocols to involve first-aid responders or emergency services when necessary (Intoxication Policy 2023) (welfare policy oct 23 (1)).
-

2. Safeguarding Vulnerable Individuals

- **Comprehensive Training:**
 - Provide all staff and volunteers with mandatory safeguarding, substance awareness, and conflict resolution training.
 - Refresh certifications annually to maintain high standards of competency.
 - **Protection Protocols:**
 - Ensure vulnerable individuals, including young people, those with disabilities, or those experiencing mental health crises, receive tailored support.
 - Require welfare team members to work in pairs, with at least one person sharing the gender identity of the individual receiving assistance.
 - **Safe Spaces:**
 - Maintain quiet, secure areas where vulnerable individuals can receive support.
 - Provide immediate access to resources such as water, blankets, and first aid (Safeguarding Vulnerable...) (welfare policy oct 23 (1)).
-

3. Prevention of Sexual Harassment and Violence

- **Zero Tolerance:**
 - Enforce a zero-tolerance policy for harassment, discrimination, or violence.
 - Educate staff, volunteers, and patrons on recognizing and addressing inappropriate behavior.
 - **Supportive Reporting mechanisms:**
 - Offer multiple, confidential channels for individuals to report incidents.
 - Ensure all complaints are handled sensitively, with outcomes communicated transparently.
 - **Investigative Procedures:**
 - Conduct thorough and impartial investigations in compliance with GDPR and relevant legislation.
 - Implement disciplinary actions, including suspension or dismissal, for individuals found guilty of harassment or violence (Sexual Harassment)
-

4. Mental Health and Wellbeing

- **Awareness Initiatives:**
 - Promote mental health awareness among staff, volunteers, and patrons through workshops, seminars, and campaigns.
 - Address stigma around mental health and substance misuse through community engagement.

- **Support Systems:**
 - Provide access to counseling services, peer support groups, and mental health first aid.
 - Encourage open communication among teams to identify and address concerns early.
 - **Managerial Responsibility:**
 - Train managers to identify signs of mental distress and provide appropriate support.
 - Include mental health discussions in regular team meetings and safety consultations (Mental Health and Wellb...).
-

5. Welfare Team and Procedures

- **Team Deployment:**
 - Ensure welfare team presence at all events, with members equipped to handle medical and emotional crises.
 - **Mandatory Equipment:**
 - First aid kits, radios, hydration supplies, and high-visibility identifiers must be readily available.
 - **Incident Protocols:**
 - Utilise the Welfare Decision-Making Flowchart for assessing and responding to individual needs.
 - Document incidents comprehensively and securely under GDPR guidelines.
 - **Continuous Monitoring:**
 - Welfare staff must regularly check in with vulnerable individuals until they are safely escorted or transported (welfare policy oct23 (1)).
-

TRAINING AND DEVELOPMENT

- **All staff and volunteers must complete training on:**
 - Safeguarding principles.
 - Intoxication management and substance awareness.
 - Sexual harassment prevention.
 - Mental health first aid and CPR.
 - Conflict resolution and communication skills.
 - **Annual refresher courses and evaluations are mandatory to ensure ongoing proficiency and alignment with best practices (welfare policy oct23 (1)) (Mental Health and Wellb...).**
-

REPORTING AND ACCOUNTABILITY

- **Incident Documentation:**
 - Record all incidents involving intoxication, harassment, or safeguarding concerns immediately.
 - Reports must include detailed accounts of actions taken and outcomes.
 - **Policy Oversight:**
 - The Health and Safety Manager will review incident logs weekly and recommend improvements as needed.
 - **Compliance Reviews:**
 - Policies will be evaluated annually against UK legislation and organisational standards (Safeguarding Vulnerable...)(welfare policy oct23 (1)).
-

MONITORING AND REVIEW

This policy will undergo annual review to:

- Adapt to emerging safety challenges and community needs.
 - Incorporate feedback from staff, patrons, and stakeholders.
 - Align with legislative changes and evolving best practices.
-

1. INTOXICATION MANAGEMENT

Nightlife Outreach recognises that managing intoxication is critical to maintaining the safety and wellbeing of patrons, staff, and the broader community. Alcohol and substance misuse can lead to accidents, altercations, and other health risks. This section outlines the proactive measures and detailed protocols implemented to mitigate such risks and create a safer nightlife environment.

1.1 Challenge 25 Policy

- All venues and events under Nightlife Outreach operate with a strict Challenge 25 policy to prevent the sale of alcohol to underage individuals.
- Staff are trained to request valid identification (ID) for individuals appearing under the age of 25. Acceptable forms of ID include a valid passport, a driving license with a photo, or a PASS hologram card.
- Clear and visible signage about the Challenge 25 policy is displayed at all points of sale and entry.

1.2 Recognising Intoxication and Substance Misuse

- Training for Recognition:
 - All staff and volunteers are trained to identify early signs of alcohol intoxication and drug use, including changes in behavior, coordination, and speech.
 - Substance awareness training covers emerging substances, “legal highs,” and their effects on individuals.
- Proactive Intervention:
 - Staff are encouraged to intervene early by offering non-alcoholic beverages, monitoring individuals displaying signs of intoxication, and notifying welfare staff for further assessment.
 - Bartenders and servers are empowered to refuse service to patrons who appear intoxicated or whose behavior may pose risks to themselves or others.

1.3 Harm Reduction Measures

- Free water is available throughout the venue to prevent dehydration and assist individuals who may be intoxicated.
- Medical-grade orange juice is provided free of charge to individuals with low blood sugar or other medical needs.
- Dedicated “chill-out” zones are set up at all events, staffed by the welfare team, providing a quiet, secure space for recovery and observation.

1.4 Response to Intoxicated Patrons

- Escort to Safety: Patrons showing signs of significant intoxication are escorted to the welfare room. Trained staff ensure they remain comfortable and secure while their condition is assessed.
- Medical Assistance:
 - If the individual’s condition worsens, trained first-aiders or paramedics are called to administer appropriate medical care.

- Emergency services are contacted for individuals exhibiting severe symptoms of alcohol poisoning, such as unconsciousness or seizures.
 - Safe Departure: Welfare staff confirm the individual has a safe means of leaving the venue. If they are alone, transportation (such as taxis) is arranged, and they are not allowed to leave with unknown persons.
-

2. SAFEGUARDING VULNERABLE INDIVIDUALS

Safeguarding is a cornerstone of Nightlife Outreach's operations. Vulnerable individuals—including young people, those with disabilities, and those experiencing crises—require additional protections to ensure their safety and dignity.

2.1 Identification of Vulnerability

- Vulnerable individuals may include:
 - Minors (under 18 years old).
 - Adults with mental or physical disabilities.
 - Individuals showing signs of distress, confusion, or isolation.
 - Those who are victims of harassment, violence, or coercion.
- Staff Responsibilities:
 - Volunteers, security personnel, and welfare staff are trained to recognize and assess
 - vulnerability.Indicators include visible distress, inappropriate attire for weather conditions, lack of awareness of surroundings, or apparent inability to communicate effectively.

2.2 Safeguarding Protocols

- Immediate Support: Vulnerable individuals are immediately offered support and escorted to a safe space. Welfare staff ensure their needs are met, whether medical, emotional, or logistical.
- Team Response:
 - Welfare staff always work in pairs to enhance safety and accountability.
 - Whenever possible, one staff member will share the individual's gender identity to provide comfort and respect.

2.3 Collaboration with Authorities

- Welfare staff liaise with social services, law enforcement, or other relevant authorities when the individual's safety or wellbeing cannot be assured through internal measures alone.

2.4 Incident Documentation and Reporting

- Every interaction with a vulnerable individual is documented, including the nature of the concern, steps taken, and the outcome. Reports are reviewed weekly to identify patterns and improve protocols.
-

3. PREVENTION OF SEXUAL HARASSMENT AND VIOLENCE

Nightlife Outreach enforces a zero-tolerance policy for sexual harassment and violence, with measures designed to prevent incidents, encourage reporting, and ensure justice for affected individuals.

3.1 Creating a Safe Culture

- Awareness Campaigns:
 - Posters, social media campaigns, and training sessions educate patrons and staff about what constitutes harassment and how to report it.
 - "Ask Angela" schemes are implemented, allowing individuals to discreetly seek help by approaching staff with a predetermined phrase.
- Bystander Intervention Training:
 - Staff are trained to recognize inappropriate behavior and intervene safely before situations escalate.

3.2 Reporting and Response Mechanisms

- Confidential Reporting Channels:
 - Patrons and staff can report harassment via anonymous forms, helplines, or in-person to welfare staff.
 - All complaints are treated with the utmost confidentiality and sensitivity.
- Support for Affected Individuals:
 - Immediate access to counseling and emotional support is offered.
 - The welfare team provides a private space to help individuals regain composure and determine next steps.

3.3 Accountability and Investigation

- Investigations into complaints are thorough, impartial, and comply with GDPR.
 - Disciplinary actions include suspension, termination, or reporting individuals to law enforcement if necessary.
 - Measures are taken to prevent contact between the complainant and accused during the investigation.
-

4. MENTAL HEALTH AND WELLBEING

Supporting mental health is a priority for Nightlife Outreach, recognising that a mentally healthy environment is integral to safe nightlife experiences.

4.1 Promoting Mental Health Awareness

- Workshops and Seminars:
 - Regular training sessions for staff and volunteers cover mental health awareness, stress management, and reducing stigma.
- Public Campaigns:
 - Nightlife Outreach collaborates with mental health charities to run campaigns promoting help-seeking behavior among patrons.

4.2 On-Site Support

- Welfare teams are trained in mental health first aid, equipping them to provide initial support to individuals experiencing distress.
- Quiet spaces are designated for individuals to recover or de-escalate in a calming environment.

4.3 Employee and Volunteer Wellbeing

- Staff and volunteers have access to confidential counseling services and peer support networks.
- Managers conduct regular check-ins to assess team wellbeing and address concerns proactively.

4.4 Community Engagement

- Partnerships with local mental health services ensure individuals can access ongoing support after leaving an event.
- Resources, including helpline numbers and online support networks, are made available at all events and on Nightlife Outreach's website.

5. WELFARE TEAM AND PROCEDURES

The welfare team plays a vital role in ensuring the safety and wellbeing of all individuals attending Nightlife Outreach events. They are trained to respond to a wide range of incidents, from medical emergencies to emotional distress, in a professional and compassionate manner.

5.1 Welfare Team Composition and Deployment

- Team Structure:
 - Each event includes a dedicated welfare team made up of individuals trained in first aid, safeguarding, conflict resolution, and substance awareness.
 - Teams are gender-diverse and include members trained to address specific needs, such as mental health crises or physical injuries.
- Deployment Standards:
 - Welfare stations are strategically located to ensure quick accessibility.
 - Team members are equipped with radios for seamless communication and rapid response to emergencies.

5.2 Equipment and Resources

- Essential Tools:
 - Fully stocked first aid kits, including supplies for CPR and treatment of common injuries.
 - Hydration supplies, including bottled water and electrolyte solutions.
 - High-visibility jackets or badges to ensure team members are easily identifiable.
 - Blankets and flashlights for emergencies, especially in outdoor venues.
- Technology Integration:
 - Incident reporting apps or devices are utilised to log cases in real-time, ensuring accurate documentation and data security.

5.3 Welfare Procedures

- Incident Assessment:
 - The team uses a structured decision-making flowchart to assess the severity of incidents.
 - Protocols include immediate actions for intoxication, injury, or distress, such as placing individuals in the recovery position or calling emergency services.
- Safe Engagement:
 - Welfare staff work in pairs, with at least one member sharing the gender identity of the individual when addressing sensitive situations.
 - Confidentiality is maintained at all times, with personal information recorded securely under GDPR regulations.

5.4 Continuous Monitoring

- Individuals receiving welfare support are monitored closely to ensure their condition does not worsen.
 - Follow-ups are conducted when patrons leave the welfare area, confirming their safe departure from the venue.
-

6. TRAINING AND DEVELOPMENT

Comprehensive training ensures that Nightlife Outreach staff and volunteers are equipped to handle the diverse challenges they may face during events. This commitment to training fosters a culture of professionalism, safety, and continuous improvement.

6.1 Mandatory Training Programs

- Core Modules:

- Safeguarding Training:
- First Aid and CPR Certification:
- Substance Awareness:
- Conflict Resolution:

- Role-Specific Training:

- Welfare team members receive advanced training in mental health first aid and trauma-informed care.
- Security staff are trained to manage crowd control and liaise effectively with welfare teams.

6.2 Ongoing Professional Development

- Annual Refresher Courses:

- All team members must renew certifications annually to stay updated on best practices and emerging challenges.

- Workshops and Seminars:

- Topics include sexual harassment prevention, mental health awareness, and new substance trends.

6.3 Evaluation and Feedback

- Regular performance reviews and feedback sessions ensure staff feel supported and can contribute to improving safety protocols.
-

7. REPORTING AND ACCOUNTABILITY

A robust reporting framework ensures transparency, accountability, and continuous improvement in addressing safety incidents and concerns at Nightlife Outreach events.

7.1 Incident Reporting Protocols

- Immediate Documentation:
 - Incidents are logged in real-time using digital tools or paper forms, including details such as the nature of the incident, time, and actions taken.
- Structured Reports:
 - Reports include critical information such as witness statements, welfare team responses, and escalation decisions (e.g., ambulance involvement).

7.2 Reporting Channels

- Internal Channels:
 - Staff and volunteers can report incidents directly to the Duty Manager or Welfare Team Lead.
- External Reporting Options:
 - Patrons can report incidents via anonymous forms available online or at the venue.

7.3 Review and Oversight

- Weekly Incident Reviews:
 - The Health and Safety Manager reviews all incident reports to identify patterns and recommend improvements.
 - Annual Policy Audits:
 - Policies are evaluated annually to ensure alignment with current legislation and best practices.
-

8. MONITORING AND REVIEW

Nightlife Outreach is committed to continuously improving its safety measures through rigorous monitoring and review processes.

8.1 Regular Monitoring

- Real-Time Observations:
 - Supervisors monitor event operations, ensuring that safety protocols are being followed.
- Incident Data Analysis:
 - Trends in incident data are analysed monthly to identify recurring issues and adjust training or policies accordingly.

8.2 Stakeholder Feedback

- Staff and Volunteer Input:
 - Feedback is gathered during debrief sessions after each event, highlighting successes and areas for improvement.
- Patron Surveys:
 - Anonymous surveys are distributed to patrons to gauge perceptions of safety and identify potential concerns.

8.3 Policy Updates

- Legislative Alignment:
 - Policies are updated in response to changes in UK legislation, including GDPR, the Equality Act, and safeguarding laws.
- Proactive Improvements:

- Emerging challenges, such as new substances or technology-driven risks, are addressed through policy amendments and training updates.
-

9. IMPLEMENTATION AND COMPLIANCE

Effective implementation and adherence to the Safe Night Out Policy require clear guidance, accountability, and regular evaluations.

9.1 Policy Distribution

- All staff and volunteers receive a copy of the policy during onboarding, and updates are shared promptly through meetings and digital platforms.
- Summaries of key safety procedures are displayed at venues and events for easy reference.

9.2 Compliance Monitoring

- Role-Specific Accountability:
 - The Health and Safety Manager oversees compliance with training, incident response, and documentation protocols.
- Audits and Inspections:
 - Internal audits are conducted periodically to assess compliance with safety measures and identify areas for improvement.

9.3 Enforcement Measures

- Disciplinary Actions:
 - Non-compliance with safety protocols may result in corrective actions, including retraining, suspension, or dismissal.
- Supportive Interventions:
 - Staff or volunteers struggling with compliance receive additional training and mentoring to address gaps in knowledge or performance.

This policy demonstrates Nightlife Outreach's commitment to ensuring the highest standards of safety and inclusivity for all events and venues. It integrates comprehensive training, detailed welfare procedures, and robust monitoring mechanisms to create a secure and enjoyable environment for everyone.

Olivia Rhoden (DPS)

01/01/2023

INTOXICATION POLICY AND PROCEDURES

Nightlife Outreach – 7SVN
 77A Upper Trinity Street
 Digbeth
 Birmingham
 B9 4EG



POLICY NAME	Intoxication policy and procedures			POLICY NO.	N077IPP02723
EFFECTIVE DATE	01-01-2023	DATE OF LAST REVISION	02-02-2022	VERSION NO.	003
ADMINISTRATOR RESPONSIBLE	Leigh Creamer	CEO/DPS:	Olivia Rhoden		
APPLIES TO apply group names to define applicable areas of staff					
GROUP 1	Security RG8	GROUP 2	Venue Management	GROUP 3	Volunteers
GROUP 4		GROUP 5		GROUP 6	

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
001	Olivia Rhoden	09-02-2019	Implementing policy	Olivia Rhoden
002 003	Olivia Rhoden	02-02-2022 01-	Policy update	Leigh Creamer
	Olivia Rhoden	01-2023	Policy review	Leigh Creamer

INTRODUCTION

Nightlife Outreach is committed to eliminating discrimination in both its role as an employer and as a provider of services. Please see equal opportunities policy. For the purpose of this policy alcohol or drug misuse is defined as any drinking of alcohol or taking of drugs, either intermittent or continual, which impedes or has the potential to impede a person's safety. A person is under the influence of alcohol or drugs when, as a result of drinking any amount of alcohol or taking any amount of an illegal drug, their mental or physical faculties are impaired, reducing their ability to think and act with ordinary care. A person does not necessarily have to be 'drunk' to be under the influence.

SCOPE

This policy applies to all security personnel (RG8), venue management and all volunteers.

RELEVANT LEGISLATION

Within The Road Traffic Act 1998, Misuse of Drugs Act 1971 and the Health and Safety at Work etc Act 1974 it states that:

- It is a criminal offence for certain workers, such as drivers or operators of public transport systems, to be unfit for work due to taking drugs or alcohol,
- It is a criminal offence to drive, attempt to drive or be in charge of a motor vehicle when under the influence of drugs or alcohol,
- The possession, supply or production of controlled drugs is unlawful except in special circumstances (e.g., when they have been prescribed by a doctor),
- Employees are legally required to take reasonable care of themselves and to behave in a way that does not pose risks to the health and safety of themselves or others in the workplace. This includes consideration of the effects that intoxication through taking alcohol or drugs may have

POLICY AIMS

This policy is intended to:

- Support Nightlife Outreach – 7SVN commitment that, all its employees, volunteers and customers work within the Law and associated Acts,
- Ensure Nightlife Outreach – 7SVN complies with relevant legislation such as the Health and Safety at Work Act 1974, the Misuse of Drugs Act 1971 and so on,
- Help protect customers by raising awareness of the problems of drug and alcohol misuse and to encourage those with a problem to seek help,
- Ensure that drug and alcohol related problems are dealt with effectively and consistently,
- Help identify alcohol and drug problems at an early stage,
- Create a climate that encourages employees experiencing problems with drug or alcohol misuse to admit the problem and seek help,

- Ensure that managers adopt a consistent and fair approach to dealing with alcohol or drug related incidents.

INTOXICATION POLICY

- Employees / volunteers are responsible for maintaining our licensing objectives by adopting our Challenge 25 policy.
- Employees / volunteers receive regular training to recognise customers who are intoxicated
- Employees / volunteers are trained to refuse service where necessary to ensure customers remain at a sensible and safe drinking levels.
- Nightlife Outreach – 7SVN supplies a well-being team to reduce of harm from substance misuse.
- The wellbeing team will operate withing their training and Nightlife Outreach – 7SVN Policies and procedures.
- Free water is offered to all customers throughout the event. Orange Juice is given free of charge to customers with a medical need.
- Any customer that is deemed intoxicated will be escorted to the well-being room where they will be given medical assistance where needed.
 - The associates of the customer will be established.
 - If the customer is alone, they will not be allowed to leave with an unknown person.
- Once established that the customer is safe to leave appropriate transportation will be organised, a member of the well-being staff will wait with the customer until transportation arrives.
- In the event that the customer is found unresponsive the well-being staff will alert the nearest first-Aider to administer appropriate medical assistance and call emergency services.
- All vulnerable customers will be escorted off the premises to ensure they leave safely and in the pre-arranged vehicle.

UNDERSTANDING ALCOHOL

1. Alcohol is absorbed into the bloodstream within a few minutes of being consumed and is carried to all parts of the body including the brain.
2. The concentration of alcohol in the body, known as the ‘blood alcohol concentration’, depends on many factors, but principally, how much the individual has eaten, their size and weight. For indicators of whether an individual may have an alcohol misuse problem.
3. The UK drink driving limit is:
 - 35 micrograms of alcohol in 100 milliliters of breath;
 - or 80 milligrams of alcohol per 100 milliliters of blood;
 - or 107 milligrams of alcohol per 100 milliliters of urine.
4. The legal drink drive limit cannot be safely converted into a certain number of units, as it depends on a number of factors to include gender, body mass and how quickly your body absorbs alcohol into the blood stream.
5. It takes a healthy liver around 1 hour to break down and remove 1 unit of alcohol (equivalent to 10ml of pure alcohol).
6. The following contain one unit of alcohol:
 - Half a pint of ordinary strength beer, lager or cider (3.5% ABV (alcohol by volume))

- A single (25 ml) measure of spirits (40% ABV)
- A small (125ml) glass of lower strength wine (9% ABV) Source. Health and Safety Executive 2011

7. If someone drinks 2 pints of ordinary strength beer at lunchtime or half a bottle of wine (at only 9% ABV), they will still have alcohol in their bloodstream 3 hours later. Similarly, if someone drinks heavily in the evening, they may still be over the legal drink drive limit the following morning.

8. Black coffee, cold showers and fresh air will not sober someone up. Only time can remove alcohol from the bloodstream.

UNDERSTANDING DRUGS

The Misuse of Drugs Act 1971 makes the production, supply and possession of controlled drugs unlawful (except when prescribed by a doctor).

The Act classifies controlled drugs according to their relative harmfulness when misused as follows:

- Class A includes ecstasy ('E', 'doves', 'Mitsubishi'), cocaine ('coke', 'charlie', 'snow', 'C'), heroin ('smack', 'brown', 'gear'), LSD ('acid', 'trips', 'dots' 'blotters'), mescaline, methadone, morphine, opium and injectable forms of Class B drugs.
- Class B includes oral preparations of amphetamines, barbiturates ('barbs', 'downers'), cannabis ('hash', 'dope', 'weed', 'puff'), cannabis resin, codeine and methaqualone (Mandrax).
- Class C includes benzodiazepines (for example Temazepam, Valium), other less harmful drugs of the amphetamine group, and anabolic steroids.
- Solvents – it is not illegal to possess solvents but supply without prescription is illegal and can be an offence.
- 'Legal highs' are substances which produce the same, or similar effects, to drugs such as cocaine and ecstasy, but are not controlled under the Misuse of Drugs Act. They are considered illegal to sell, supply or advertise for "human consumption" under current medicines legislation. To get round this, sellers will refer to them as research chemicals, plant food, bath crystals or pond cleaner. It is becoming increasingly clear that 'legal highs' are far from harmless and can have similar health risks to drugs like cocaine, ecstasy and speed.
- Prescription drugs. It is illegal in England and Wales to drive with legal drugs in your body if it impairs, you're driving. Talk to your doctor if you have been prescribed any of the following drugs: amphetamine, clonazepam, diazepam, flunitrazepam, lorazepam, methadone, morphine or opiate/opioid based drugs (e.g., codeine, tramadol or fentanyl), oxazepam, temazepam. You can drive after taking these drugs if you have been prescribed them and followed advice from a healthcare professional, and they aren't causing you to be unfit to drive even if you are above the specified limits Source: Health and Safety Executive 2011, FRANK 2011, www.gov.uk

It is not possible to list the physical effect of every drug available or the effects of alcohol on different individuals however for a general guidance on some indicators of whether an individual may have a drug or alcohol misuse problem please refer to Nightlife outreach drug Policy.

Olivia Rhoden - DPS /CEO

The Welfare Team Policy



Nightlife Outreach
 77A Upper Trinity Street
 Birmingham
 B9 4EG

POLICY NAME	The Welfare Team Policy			POLICY NO.	NO77NWP23-24
EFFECTIVE DATE	08/10/2023	DATE OF LAST REVISION	09/01/2023	VERSION NO.	003
ADMINISTRATOR RESPONSIBLE	Leigh Creamer	CEO/DPS:	Olivia Rhoden		
APPLIES TO apply group names to define applicable areas of staff					
GROUP 1	Volunteers	GROUP 2	Venue Management	GROUP 3	
GROUP 4		GROUP 5		GROUP 6	

VERSION HISTORY				
VERSIO N	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
001	Olivia Rhoden	16-03-2022	Change in management and procedure	Leigh Creamer
002	Olivia Rhoden	09-01-2023	Policy review	Leigh Creamer
003	Olivia Rhoden	08-10-2023	Review of procedures implementing new procedures and decision-making process to provide the decision maker with additional guidance through the process	Leigh Creamer
		13-02-2024	Change of Venue	Leigh Creamer

Introduction

Nightlife Outreach is committed to providing a safe and enjoyable environment for all customers, visitors, and patrons attending the venue. We are committed to ensuring the well being of everyone and provide assistance when required. This policy defines the welfare policy, the procedures, and a decision-making process to guide the welfare process and the welfare team.

Scope

This policy applies to the management team, the welfare team, and all SIA security personnel and stewards.

The Health and Safety Manager and the DPS will update and train the team on the updated process and will monitor and review regularly. The documentation will be retained and filed away under the current GDPR regulations.

The Welfare Policy

A dedicated welfare team will consist of well-trained team members ensuring the well-being and safety of all customers, visitors, patrons, and volunteers and are available on all events. Providing support and assistance when required.

The support and assistance provided by the welfare team will vary; this policy will guide the process and will assist the decision-maker on a set procedure designed to safeguard the individual and the welfare team throughout the process.

Any assistance provided should be documented and reported to the duty manager or the DPS, and all documents should be detailed and filed away following GDPR regulations.

The Training Required

-
- First Aid Certified to provide immediate and emergency treatment if required
 - CPR trained in case of cardiac emergencies
 - Safeguarding Training to recognise signs of vulnerability, abuse and intoxication
 - Substance awareness training to recognise signs of intoxication or drug use
 - Conflict resolution to handle disputes and conflicts peacefully
 - Communication skills to effectively communicate throughout the process.

Training should be refreshed every 12 months.

Welfare Equipment

- First Aid Kits fully stocked with essential supplies
- Radios to be able to communicate or respond to welfare requests
- Blankets to provide warmth
- Water
- Flashlight to highlight areas in a dark environment
- High-vis jackets or staff ID badges to stand out to customers if help is required.

Welfare Procedures

- The welfare team shall follow a set of procedures when assisting an individual in need; these procedures include assessing the individual's condition, providing appropriate assistance, and determining if further medical attention is required.
- The welfare team should always work in pairs for safety reasons, and one of the welfare team assisting must be of the same sex as the individual being assisted.
- Any decision to call an ambulance must be made following Nightlife Outreach Welfare Decision Making Flow Chart (See Below)
- Any individual being assisted should be treated with respect, sensitively, and confidentially.

Nightlife Outreach Welfare Decision-Making Flow Chart

- The welfare team should use the flow chart to guide the welfare process and document the outcome of each step.
 1. Observe an individual in need of assistance. Verify if the individual needs assistance
 2. Is the individual Conscious? Confirm if the individual is conscious or unconscious
 3. No Consciousness; Check for breathing; not breathing; Call an Ambulance and Start CPR (if trained)
 4. Breathing but unconscious; call an ambulance; place in the recovery position (if trained)

5. Conscious but in Distress: Assess the nature of distress; if severe distress, e.g., breathing difficulties / chest pains, call an Ambulance If distress is mild or moderate, offer support and comfort. Monitor Closely
6. Is the Individual Injured? Assess the severity of the injury. If Injury is severe, e.g., bleeding heavily or unconsciousness, call an Ambulance - If Minor to Moderate injury; - provide basic first aid (if trained); - Monitor Closely
7. Is the individual extremely Intoxicated or Exhibiting signs of Alcohol Poisoning? Assess for signs of Alcohol poisoning, e.g., confusion, seizures, slow or irregular breathing—if showing symptoms Call an Ambulance - High intoxication but no immediate symptoms of alcohol poisoning; - Keep hydrated (water) - Monitor Closely
8. Is the individual under the influence of drugs or unknown substances? Assess for signs of a severe drug reaction, e.g., seizures, loss of consciousness If signs of a severe drug reaction: call an Ambulance If Mild to Moderate drug influence Keep individuals calm and monitor closely
9. Is the individual a vulnerable individual? - Are they visibly distressed, alone, young, elderly, or otherwise vulnerable? - assess their needs, e.g., calling a taxi home or calling a friend – provide assistance as necessary.
10. None of the above apply; monitor the individual closely

Incident reporting

All incidents involving the welfare team must be logged immediately. The report should contain information such as:

- Name of Individual (if available)
- Nature of Incident, Time, Date, Welfare team details
- Flow Chart Outcomes
- Actions Taken
- Ambulance Called?

All reports are to be given to the duty manager or the CEO immediately and filed according to GDPR regulations.

Reviewing, Monitoring and Compliance

- The Health and Safety Manager will review the reports and will report any further issues or actions to the CEO weekly.
- Ensuring UK legislation is being followed and in conjunction with Nightlife Outreach's other policies.
- The policy will be monitored closely and will be reviewed when required.

Olivia Rhoden CEO/DPS

08-10-2023

MENTAL HEALTH AND WELLBEING POLICY

Nightlife Outreach – 7SVN

77A Upper Trinity Street
Digbeth
Birmingham
B9 4EG



POLICY NAME	Mental Health and Wellbeing Policy			POLICY NO.	NO77MHWP05223
EFFECTIVE DATE	08-02-2023	DATE OF LAST REVISION	27-10-2019	VERSION NO.	002
ADMINISTRATOR RESPONSIBLE	Leigh Creamer	CEO/DPS:	Olivia Rhoden		
APPLIES TO apply group names to define applicable areas of staff					
GROUP 1	Management Team	GROUP 2	Volunteers	GROUP 3	Contractors
GROUP 4	Visitors	GROUP 5	Customers	GROUP 6	Patrons

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
001	Olivia Rhoden	27-10-2019	Implementing Policy	Olivia Rhoden
002	Olivia Rhoden	08-02-2023	Policy Review	Leigh Creamer

INTRODUCTION

Nightlife Outreach – 7SVN is a mental health and substance misuse charity supporting and mentoring vulnerable adults. We rely on an extensive network of dedicated volunteers that are crucial to our operation and support we can provide.

The mental health and wellbeing of all our volunteers is protected and supported. This policy is Nightlife Outreach – 7SVN commitment and works along side the organisation Health and Safety Policy 2023.

SCOPE

This policy applies to but not limited to; the management team, volunteers and contractors.

The policy will be the responsibility of the management team and overseen by the Health and Safety manager. This will also be discussed in the safety consultations with volunteers regularly.

MENTAL HEALTH AND WELLBEING POLICY

The purpose of this policy is for Nightlife Outreach – 7SVN to establish, promote and maintain the mental health and wellbeing of all staff through workplace practices, and encourage staff to take responsibility for their own mental health and wellbeing.

Nightlife Outreach – 7SVN believes that the mental health and wellbeing of our staff is key to organisational success and sustainability.

Aims of Policy

- To build and maintain a workplace environment and culture that supports mental health and wellbeing and prevents discrimination (including bullying and harassment).
- To increase employee knowledge and awareness of mental health and wellbeing issues and behaviours.
- To reduce stigma around depression and anxiety in the workplace.
- To facilitate employee's active participation in a range of initiatives that support mental health and wellbeing.

Responsibilities

All employees are encouraged to:

- understand this policy and seek clarification from management where required
- consider this policy while completing work-related duties and at any time while representing Nightlife Outreach – 7SVN
- support fellow workers in their awareness of this policy
- support and contribute to Nightlife Outreach – 7SVN's aim of providing a mentally healthy and supportive environment for all workers.

All employees have a responsibility to:

- take reasonable care of their own mental health and wellbeing, including physical health
- take reasonable care that their actions do not affect the health and safety of other people in the workplace.

Managers have a responsibility to:

- ensure that all employees are made aware of this policy
- actively support and contribute to the implementation of this policy, including its goals
- manage the implementation and review of this policy.

This policy shall be reviewed for effectiveness and suitability at least annually as part of the management review process.

Olivia Rhoden CEO/DPS

08-02-2023

2023 Community Projects & Activities

In 2023, Nightlife Outreach continued to provide a safe and accessible space for projects and groups to within the community centre.

The Vegan Kitchen - Our volunteers utilised this area to train classes on healthy eating and the effects on mental wellbeing and cook Caribbean infused plant based meals for community events .

The Food Court - Was opened to local independent businesses to operate coffee and sandwich shops 8am - 1pm this enabled the charity to reach a new audience.

Music Studio - Became a free alternative space for local artist to produce and record their music.

Dance Studio - Became a community space for young talented dancers to express themselves and practice various forms of dance such as breakdancing, waacking and zumba.

Gym- A community space for young men to be able to talk and open up about their mental health in a non clinical environment breaking down barriers around mens mental health.



The 7 Shots Archery Range



Nightlife Outreach previously made a significant investment in Stefan Lawrence's certification as an archery instructor. In 2023, Lawrence, a neurodivergent educator, dedicated his time to providing archery training and promoting this emerging sport within the community.

Trade a Blade

We partnered with Trade a Blade to run mentoring and intervention sessions which included complicit resolution (how to defuse difficult and challenging situations.) This programme was designed to stop Gang affiliation and grooming. This ran until February 2023 where they moved to a new open air venue.

Hands of Infinity

Nightlife Outreach supported local CIC's "Hands of Infinity" and "Kaps Off" by providing free space for rehearsals and recording. These local CIC'S operate a person-centred approach to working with community members, providing resources for local residents to develop ideas and start businesses. This ran until Decemeber 2023 however the charity will contiunue to offer support

Toxic Dolls

We partnered with Toxic Dolls, providing certification in the art of fire breathing and angle grinding. Nightlife Outreach donates the space for the classes and helps to support NTE performance artists.



SJB U 9's Football Team

Nightlife Outreach continued to support SJB Juniors under 9's Football Team At SJB Juniors a grassroots community football team a community of passionate coaches, dedicated volunteers, and enthusiastic players who are committed to making a positive impact in the world.

Nightlife Outreach holds regular fundraising events for them and provides the football kit and team refreshments. The charity also raised funding for the team and family members Christmas Party.



Stage Fight

Nightlife outreach supported stage fight by providing facilities for classes. Stage fight is an established specialised training programme offering intermediate and advanced level industry recognised stage combat courses. The students that have successfully completed screen combat training have gone on to work for the likes of BBC and in programmes such as “Game of Thrones” and “Vikings”.

Stage fight used the community centre to record scenes for their POPENT production.



Black Owned Business Market

A collection of small local blackowned businesses showcasing cosmetics, clothes, household items, food, art and music, allowing small businesses to network and connect with the local community



Plant Based Market

The Plant-Based Market showcased eco-friendly products, including meat-free alternatives like plant-based proteins, dairy-free cheeses, and ready-to-eat meals, as well as plastic-free solutions such as biodegradable utensils and reusable packaging. Made from sustainable materials like bamboo and sugarcane, these items supported zero-waste living and reduced environmental impact, empowering individuals to make healthier, planet-friendly choices.



Glass Onion Vintage Market

The charity continued its environment policy with upcycling brand Glass Onion's, helping them go from a coal shed to one of the leading UK vintage clothing companies. Glass Onion was founded in 2004 by John, selling vintage clothing out of his grandma's coal shed in Barnsley, South Yorkshire. Over the next 19 years, the company grew from market stands and festival pop-ups to warehouse takeovers.



Choir with No Name

“Building Joyful Communities for Homeless and Marginalised People Across the UK”

The Choir with No Name is an organisation that creates singing communities and supports choirs for those facing homelessness and marginalisation throughout the UK. With six choirs across the country, they partner with organisations in Birmingham, Liverpool, London, Coventry, Brighton (in partnership with BHT Sussex), and Cardiff (in partnership with The Wallich). They pride themselves on providing a safe and supportive space for individuals who have experienced homelessness or are going through a tough time.

Their mission is to help build confidence and skills, whilst creating lasting friendships that will help individuals tackle life's challenges, moving towards a brighter future.

They believe in the power of singing to provide an escape from the pressures of daily life, and to improve their perception of their own capabilities. The Choir performs regularly at various venues, from local homeless hostels to the Royal Festival Hall, and everywhere in between.

Since Nightlife Outreach has supported Choir With No Name we have helped them raise additional funds by donating our kitchen they have grown enabling them to reach more members of the community.



“The Choir with No Name is a place where people can have fun, build new skills, and feel supported by friends while facing life's challenges.”

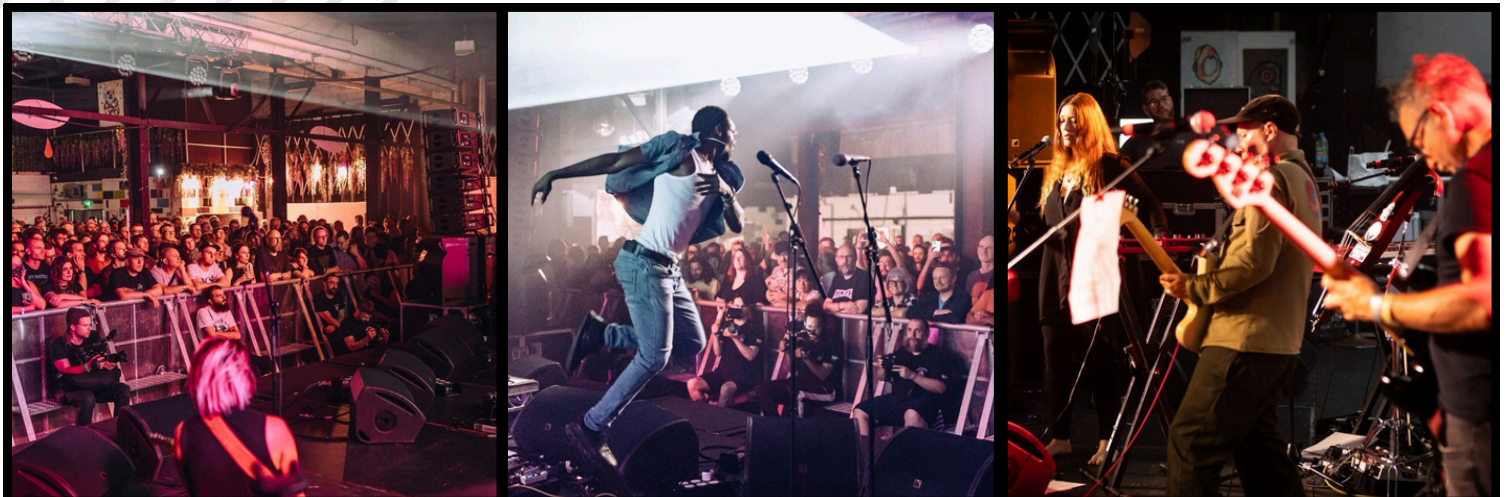
Supersonic Festival 2023

Supersonic Festival, curated and produced by Capsule, began as a one-day event in Birmingham in 2003. Now, it has become an internationally acclaimed experimental music and arts festival that attracts a diverse audience.

The festival has been dubbed the “UK's premier experimental music festival”. It has received rave reviews from The Independent, Arts Desk, and The Quietus, among others. The Guardian's Guide also named it the best experimental music festival in Europe.

Supersonic Festival brings together some of the world's most extraordinary artists for live performances, visual art, and audience participation. The festival is legendary and one-of-a-kind. Alongside the festival, Supersonic also hosts a year-round programme of live events, exhibitions, and kids gigs that showcase the highest quality arts in unexpected ways.

Nightlife Outreach was involved in a number of ways, supporting this event. The venue was donated to the festival for use over the weekend, housing the main stage and having some of the festival's biggest performances. Nightlife Outreach supplied support staff and bar managers to facilitate and assist the festival staff and the smooth running of the event. The charity also supplied welfare staff and gave free water to festival goers, promoting responsible drinking.

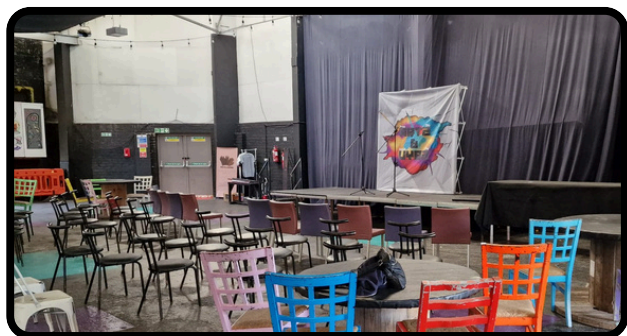


Artz & Vibz / Empower Poetry

“Amplifying the Voice of Birmingham/West Midlands' Art Community”

Empower Poetry and Artz and Vibz is a dynamic platform dedicated to amplifying the voices of underrepresented poets in Birmingham and the West Midlands. Beyond poetry, we proudly showcase artwork from local artists, providing a space for their creations to be appreciated and purchased by art enthusiasts.

By connecting poets and visual artists with their communities, Empower Poetry and Artz and Vibz fosters a celebration of creativity, diversity, and storytelling.



Minds Eye Development

An interactive live and online discussion group discussing and listening to inspirational stories on mens mental health tackling the stigma with men discussing their mental health challenges and how they overcome troubling times.

Chess Club

A free kids weekly activity class that provided an after school activity that taught the skills to play chess with many skills transferable to other areas of learning and development

MDK Breaking 4vs4 Twist

Established in 2017, MDK is a Birmingham-based dance crew dedicated to bringing breakdancing and underrepresented dance styles to a wider audience. With access to a community space, they've been able to showcase their talents, inspire others, and create a platform for collaboration and education.

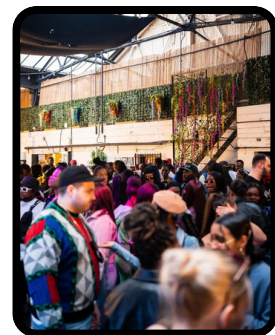
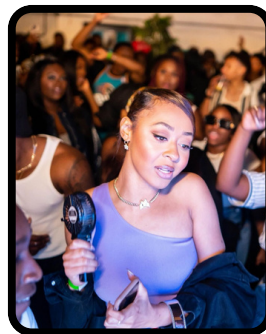
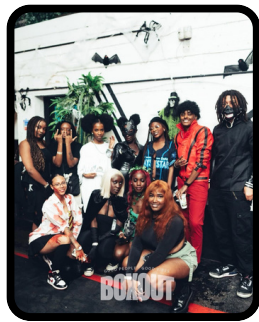
Through performances, workshops, and events, MDK promotes breakdancing as both an art form and a powerful means of expression, connecting with the community and empowering the next generation of dancers.



Boxed Out

Throughout 2023, Nightlife Outreach supported Boxed Out a carnival themed event that has games and showcases Jamaican and Caribbean food.

Both the venue and the musical equipment were provided free of charge by Nightlife Outreach. Through 2023 this event has grown in popularity, expanding nationally. We are proud of being a hub for innovation and growth and will continue to support this event.



NOVUS

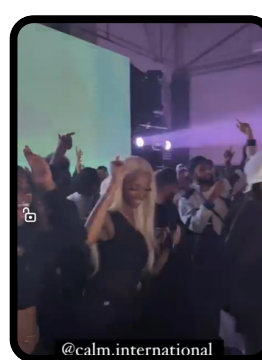
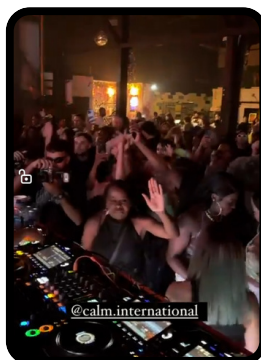
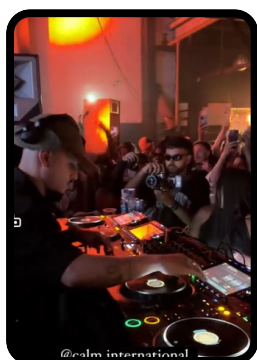
Throughout the years, Nightlife Outreach has supported a local called band called The Novus after the event held in 2023 Novus was signed to a major record label .

The Novus lead the Gen Z charge, fuelled by council estate angst and longing for escape from small town mentalists and there bigger picture ideologies. The Novus extract influence from all areas, from 70s psychedelic rock to contemporary post punk and obsessed with every aspect of the eternal realm we call art



Independent Brands

Nightlife Outreach has proudly supported and nurtured local artists, DJs, promoters, and entrepreneurs, fostering a vibrant and inclusive community that thrives on creativity and collaboration.



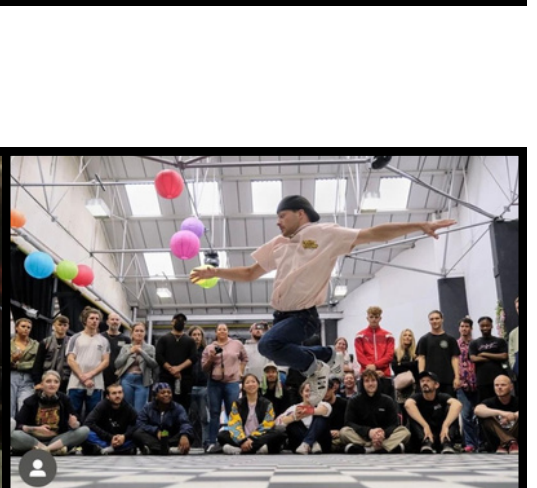
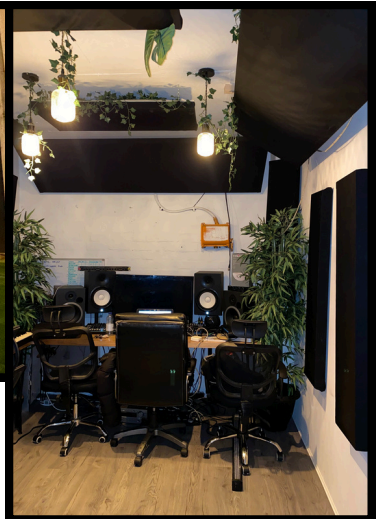
A New Space, A Stronger Mission: Nightlife Outreach Moves Forward

In November 2022, Nightlife Outreach faced an unexpected and deeply impactful change. Our landlord sold the property we had called home for six years to a new owner, Colewater House. By February 2023, a new lease was proposed by the new landlord, but after careful review by our legal team, it was found to be unsuitable for the charity's needs. After months of negotiations, Colewater House abruptly retracted the lease and served us with notice in August 2023, requiring us to vacate the premises by November 1, 2023. After reaching this date they then changed their mind and gave us to the December 22 2023 which meant the charity was unable to financially leave the property before hand until the paperwork was signed and was unable to reestablish our classes further putting us in financial difficulty

This sudden upheaval had a profound effect on our charity and its community. Forced to cancel all classes, community projects, and events, we faced a severe financial strain. These cancellations not only disrupted our operations but also deeply impacted the mental health of our staff, volunteers, and patrons, many of whom rely on our services for support and stability. Determined to continue our essential work, the trustees began an exhaustive search for a new home that could accommodate our needs and provide the opportunity to expand in the future. After exploring numerous options, we found a promising venue: a historic building in Birmingham's iconic Gun Quarter. Once an old leather factory built in the 1800s, the site is rich in local history and character. However, it required extensive refurbishment to be suitable for our use.

Unfortunately, throughout this process, our relationship with Colewater House became increasingly strained. Their lack of cooperation and, at times, outright unhelpfulness created additional stress and anxiety for everyone involved. It often felt as though they were actively working against us, which made an already challenging situation even harder to navigate. Despite these obstacles, we were not alone in our efforts. Thanks to critical partnerships with organizations like Big Yellow Storage and Enterprise, we were able to secure storage for our equipment and transport our belongings in time. Their generous support played a pivotal role in managing the relocation under the tight and unreasonable deadlines imposed by the landlords.

In a frustrating twist, after repeatedly denying our requests to extend the vacate deadline, Colewater House granted an extension on the very day we were due to move. This last-minute concession—extending the deadline to January 5, 2024—was bittersweet. While it provided a slight reprieve, it came too late to allow us to continue important community projects through the end of the year for critical mental health support which severely impacted our service users. The relocation of Nightlife Outreach has been a daunting and emotional journey. Yet, through the collective efforts of our trustees, staff, volunteers, and community partners, we remain steadfast in our mission to support the most vulnerable members of our community. While the challenges have been immense, we see this transition as an opportunity to rebuild stronger than ever before. The new premises hold the promise of growth, and with continued support, we are determined to turn this chapter into a story of resilience and renewal.



END OF AN ERA





To Our Supporters,

On behalf of Nightlife Outreach, we extend our deepest gratitude to each of you for the incredible support and generosity you have shown during our recent relocation. This year has been a challenging chapter for our organization, but your contributions have made a significant difference, ensuring that we can continue our vital work in the community.

A heartfelt thank you to:

- Enterprise Car and Van Rental for providing reliable and flexible transportation solutions that enabled us to move our equipment and supplies efficiently.
- Big Yellow Storage for offering us the much-needed space to securely store our belongings during this transitional period.
- Cawarden for assisting with resources and logistics, helping us navigate this complex move with ease.
- EDF for your unwavering support in ensuring our energy needs were met seamlessly as we prepared our new space.
- NHS Birmingham Children's Hospital and NHS Birmingham Women's Hospital for your partnership and encouragement, reminding us of the strength that comes from collaboration within our community.
- Our dedicated Nightlife Outreach Volunteers, whose tireless efforts, compassion, and resilience have been the cornerstone of this transition. Your willingness to step up during this trying time has been truly inspiring.

Each of you has played a crucial role in helping Nightlife Outreach not only relocate but also reimagine our mission in a new space. Your support has allowed us to overcome immense challenges and has reaffirmed our belief in the power of community.

As we settle into our new premises, we look forward to continuing our work and expanding our reach to support even more individuals and families in need. Your kindness and partnership have been instrumental in making this possible, and we are profoundly grateful.

Thank you once again for standing with us. We hope to work alongside you in the future to create a brighter and more supportive community for all.

With heartfelt appreciation,

Nightlife Outreach

Financial Statements for the Year Ended 31 December 2023

for

Nightlife Outreach Charity No 1168684

Contents of the Financial Statements
for the Year Ended 31 December 2023

	Page
General information	1
Accountants' report and client approval certificate	2
Trading and profit and loss account	3
Balance sheet	4
Notes to the financial statements	5

Address:

The Works 77a
Upper Trinity Street
Birmingham
B9 4EG

Accountants:

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Financial Statements

for the Year Ended 31 December 2023

Accountants' Report to

Nightlife Outreach Charity No 1168684

In accordance with instructions given to us we have prepared without carrying out an audit the annexed financial statements from the accounting records of Nightlife Outreach Charity No 1168684 and from information and explanations supplied to us.

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Date:

Client Approval Certificate

I approve the financial statements and confirm that I have made available all relevant records and information for their preparation.

.....
Miss O Rhoden

Date:

Trading and Profit and Loss Account
for the Year Ended 31 December 2023

	31.12.23		31.12.22	
	£	£	£	£
Donations Received		334,548		204,748
Cost of sales				
Catering & Refreshments		142,14		88,616
Gross profit		3		116,132
Other income		192,40		
Government grants Covid 19		-		4,000
		<u>5</u>		<u>4,000</u>
		192,405		120,132
Expenditure				
Rent	42,500		37,694	
Rates and water	-		2,699	
Insurance	5,978		978	
Light and heat	15,367		1,400	
Telephone	3,100		2,236	
Post and stationery	1,724		866	
Motor expenses	5,784		5,277	
Repairs and renewals	34,048		19,626	
Sundry expenses	28,291		12,180	
Cleaning	5,072		901	
Security	20,842		19,634	
Building Repairs	4,162		13,565	
Accountancy	2,067		1,300	
		<u>168,935</u>		<u>118,356</u>
		23,470		1,776
Finance costs				
Bank charges		72		34
		<u>23,398</u>		<u>1,742</u>
Depreciation				
Fixtures and fittings		1,461		1,718
Net profit		<u>21,937</u>		<u>24</u>

Balance Sheet

31 December 2023

	Notes	31.12.23 £	£	31.12.22 £	£
Fixed assets					
Tangible assets	1		8,277		9,738
Current assets					
VAT Prepayments		25,238		11,129	
Bank account no. 1		26,665		11,665	
Cash in hand		23,776		29,828	
		2,000		1,657	
		<u>77,679</u>		<u>54,279</u>	
Current liabilities					
Trade creditors		1,000		998	
Social security and other taxes		1,394		1,394	
Other creditors		148		148	
Accrued expenses		1,300		1,300	
		<u>3,842</u>		<u>3,840</u>	
			<u>73,83</u>		<u>50,43</u>
Net assets			<u>7</u>		<u>9</u>
Financed by			82,11		60,17
Capital account	2		<u><u>02,114</u></u>		<u><u>00,177</u></u>

Notes to the Financial Statements
for the Year Ended 31 December 2023

1. Tangible fixed assets

		Fixtures and fittings £
Cost		
At 1 January 2023 and 31 December 2023		13,000
Depreciation		
At 1 January 2023		3,262
Charge for year		1,461
At 31 December 2023		4,723
Net book value		
At 31 December 2023		8,27
At 31 December 2022		7
		9,73

2. Capital account

	31.12.23		31.12.22	8
	£	£	£	£
Brought forward	60,177		60,153	
Add				
Net profit	21,937		24	
	—————	82,11	—————	60,17
		4		7
		—————		—————
		82,11		60,17
		4		7

NIGHTLIFE OUTREACH

England & Wales - Charity number 1168684

Accounts

Annual Report

2022

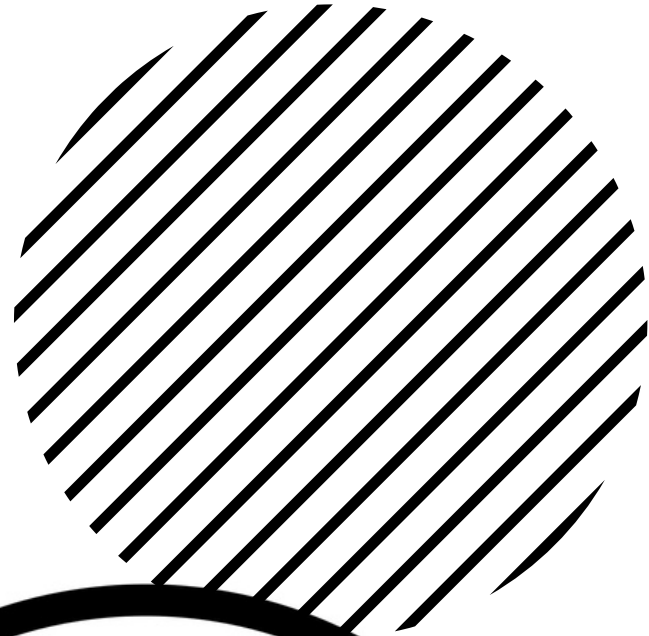
Nightlife Outreach (Reg 1168684)

77A Upper Trinity Street

Digbeth

Birmingham

B9 4EG



NIGHTLIFE
OUTREACH



Table of Contents

01	<i>Introduction, Summary & Acknowledgement</i>	p 03-04
02	<i>Partnerships</i>	p 05-06
03	<i>Key Changes and Relationships</i>	p 07
04	<i>Structure Governance & Management 2022</i>	p 08
05	<i>Safety and Risk Management 2022</i>	p 09
06	<i>Nightlife Outreach Objectives 2022</i>	p 10
07	<i>Advancement of Health and Saving Lives</i>	p 11
08	<i>Nightlife Outreach Projects 2022</i>	p 12 - 13
09	<i>Nightlife Outreach Activities 2022</i>	p 14-24
10	<i>Nightlife Outreach Accounts 2022</i>	p 25-31

Introduction



Welcome to the 2022 annual report, where we delve into the remarkable journey of Nightlife Outreach over the past year. This report offers an in-depth exploration of the substantial progress and notable milestones that Nightlife Outreach has accomplished in the last 12 months.

Our achievements in 2022 have not only broadened our reach to more individuals in need, but they have also resulted in the formation of innovative partnerships and projects that promise to drive our mission forward.

Executive Summary

Nightlife Outreach, a UK-based mental health and substance abuse charity, presents its Annual Report for the year 2022. In this report, we outline our significant achievements, partnerships, and initiatives that have contributed to our mission of promoting well-being and safety in the nightlife community.

Key Achievements:

1. Appointment of Health and Safety Manager: In 2022, the Board of Trustees appointed the Health and Safety Manager to the Management Committee, enhancing our ability to focus on safety and deliver our core objectives.
2. Collaboration with Local Venues: We fostered close relationships with local venues in Digbeth, working together to improve the safety of nightlife in our community, ensuring the well-being of all participants.
3. LGBTQIA+ Support: We expanded our support for the LGBTQIA+ community; providing mental health assistance, drug education, and creating a safe and inclusive space at BIRMINGHAM PRIDE 2022.
4. Partnership with Local Authorities: Nightlife Outreach collaborated with local authorities on schemes related to responsible drinking, spiking prevention, and the "Ask Angela" initiative, thereby enhancing safety in nightlife settings.

Community and Grassroots Projects:

In 2022, we undertook various community and grassroots projects aimed at improving the well-being of our local community. Details on these projects, including objectives, outcomes, and their impact on the community, are in the full report.

Setting a Standard for Safety:

Our dedication to safety was reinforced with the introduction of our "Safe Night Out Policies and Procedures." This section of the report delves into our progress in establishing safety standards, the policies and training that have been put in place, and the positive impact these measures have had on nightlife safety in our community.

In conclusion, Nightlife Outreach remains committed to improving the mental health and safety of those involved in nightlife activities. The accomplishments and initiatives highlighted in this report reflect our ongoing dedication to these critical goals. We thank our partners, volunteers, and the community for their help, and we look forward to another year of making a difference in our community's well-being and safety.



Acknowledgment

The Trustees are thankful to the many generous donors whose contributions have played a significant role in dismantling the stigma surrounding mental health and advancing public awareness of recovery pathways.

The exceptional management team has commendably facilitated the continued growth of the charity, allowing its objectives to have a far-reaching impact.

We extend our heartfelt wishes for good health to our invaluable donors, dedicated volunteers, and the Nightlife Outreach team. May their unwavering spirit continue to illuminate the path towards a brighter future.

TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable Law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare a financial statement for each fiscal year that provides a true and fair view of the Charity's state of affairs, incoming resources, and application of resources for that period.

In preparing these financial statements, the Trustees are required to:

- Select appropriate accounting policies and then apply them consistently
- Observe the methods and principles in the applicable Charities SORP (2019)
- Make judgements and estimates that are reasonable and prudent
- Specify and justify departures in the financial statement.

The trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011 the Charity (Accounts and Reports) Regulations 2008.

They are also responsible for safeguarding the Charity's assets and, as a result, taking reasonable steps to prevent other irregularities.

Signed on behalf of Nightlife Outreach



Partnerships

In 2022, Nightlife Outreach initiated a number of exciting partnerships and projects, maintaining its position as a hub of innovation and expansion.

SJB Under 9's football club is a local kids football club that Nightlife Outreach sponsors; hosting regular fundraising events to raise money for the team football kit and refreshments.

Brighter Business Solutions is a freelance business development consultant that Nightlife Outreach continues to donate office space and training facilities to.

Vegan Cafe Co. is an independent vegan catering company. Nightlife Outreach provides a kitchen for the company to operate; supporting the companies innovation and growth. The charity also assisted in the company operating at festivals around the UK such as Reading, Wireless and Latitude.

Living and Winning is a new mentoring and crime prevention programme. Nightlife Outreach played a crucial role in the formulation of the organisation's mission and objectives, and it continues to support projects and young adult services.

Supersonic Festival is a yearly music festival in Birmingham featuring a combination of music, art, film and alternative creative crafts. Its commitment to discovering new and challenging performances, as well as its eclectic and diverse approach to music programming across a variety of genres, have established it as one of the preeminent experimental festivals in the United Kingdom.

Fierce! (previously Fierce Earth) is an international performance festival that has taken place annually in and around Birmingham, England since 1997. The 2004 festival commenced in May in Birmingham, England, with a series of hot air balloons traversing the city's streets during the early hours of the morning while gentle music was played to "encourage dreams associated with the music."

Choir with No Name provides a safe space, where people can express themselves without being labelled, or judged. Their aim for their choir is to help members build their confidence and skills, and make genuine life-long friendships, so that they are in a better position to tackle the other challenges in their lives and move away from homelessness long-term.

7 Shots Archery is a start up archery school providing a range of archery classes and professional training. By purchasing apparatus and investing in the professional certification of an instructor, Nightlife Outreach has established an archery range for this ever growing sport.

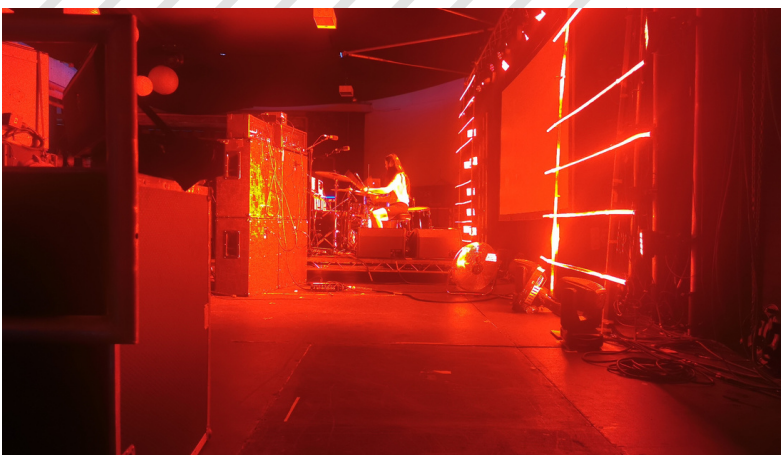
Glass Onion Vintage Market - An environmentally friendly pop up market, up-cycling classic and vintage clothing whilst addressing the environmental impacts caused by the fashion industry. Nightlife Outreach donate the full venue to facilitate this pop up market.

Hands of Infinity serves the underprivileged community by providing youth clubs and mentoring programmes to our local community. Nightlife Outreach provides space and free computer access to aid in the provision of this essential service.

Trade a Blade and Nightlife outreach continued to run the half term kids club with a variety of team building activities and conflict resolution classes.

Toxic Dolls offers certifications in the disciplines of fire breathing and angle grinding. Nightlife Outreach provides the space for classes and performances to take place.

Nightlife Outreach has continued to assist a multitude of small local artists, businesses, and community organisations by offering a secure environment for their artistic expression and business development to take place.





Key changes and Relationships

In 2022 the board of trustees voted to appoint a new Health and Safety Manager to the management committee. This strategic decision was made to empower our organisation to better focus on and achieve our core objectives. The skills and expertise in health and safety management will play a pivotal role in delivering The Charities core objectives.

We extended our assistance to the LGBTQIA+ community in a number of crucial areas this year. Mental health services provide a secure and welcoming atmosphere in which to seek help. Furthermore, providing critical drug information and linking people to a vast network of addiction treatment helps to advance their overall well-being.

Nightlife Outreach provided a welfare team at Birmingham's pride event. We offered a welfare team to assist anyone who was inebriated or ill, which was critical in keeping everyone safe.

Nightlife Outreach has continued to collaborate closely with local authorities on a variety of initiatives aimed at protecting people's well-being and safety. In particular, responsible drinking programmes that discourage excessive alcohol consumption, raise awareness of drink spiking, and the Ask Angela programme, which provides a discreet and safe method to seek assistance if you feel uncomfortable or intimidated.

Nightlife Outreach was also crucial in facilitating improved collaboration and communication among Digbeth establishments in order to promote a safer atmosphere and exchange best practises.

The charity renewed its waste recycling and management contract with B&M waste to ensure we minimise the charities carbon footprint.

Structure, Governance and Management

The governance responsibilities of the charity are overseen by experienced trustees on a pro-bono basis. They include specialists from finance, marketing and those with community knowledge.

Trustees are required to give direction and devise strategies to help the charity achieve its aims and objectives within the regulatory framework. Trustees meet on a regular basis throughout the year to assess performance. When necessary policies are examined and amended, grant requests are assessed for approval, and new projects are argued for introduction.

The charity operations are overseen by the trustees with consultants involved in awareness building and administration. Management decisions are undertaken through consultation between the trustees and final approval is made collectively.

At the induction of a new Trustee, training would be recommended dependant on the level of knowledge and experience that the new trustee brings.

Governing Document and How the Charity is Constituted

The charity was formed and officially registered with The Charity Commission on the 9th August 2016.

The charity constitution was updated in 2019. The Trustees administer and maintain the constitution under the name Nightlife Outreach.

Risk Management 2022

Nightlife Outreach has a risk management strategy which comprises of;

- An annual review of potential risks.
- The establishment of systems and procedures to mitigate those risks identified and
- the implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The trustees have been able to assess the risks that the charity faces and mitigate their effects as a result of these measures. The effectiveness of this approach to risk management is supported by the Trustees.



Safety and Operational Risk Management 2022

In 2022, one of the primary goals and objectives of Nightlife Outreach is to strive to lead the way in venue safety, standards, and training.

The board of trustees voted to appoint a Health and Safety Manager to manage, review and control the day to day health and safety of the organisation. This has been pivotal in achieving the set objectives and goals of the organisation for 2022.

A number of significant changes were adopted in 2022, with the primary goal of updating, revising, and developing policies, procedures, and systems that focus on safety and welfare. The management duties and responsibilities were revised and reformed by the board of trustees, allowing the organisation to function, develop, and expand.

A number of policies were updated / implemented in 2022:

- Intoxication policy and procedures
- Safeguarding vulnerable adults policy and procedures
- Mental health at work policy
- Welfare policy and the health and safety at work policy.

The fire safety and health and safety measures have been evaluated, and new provisions, such as extra call points, fire exits, and escape routes, have been installed. This year, all emergency evacuation plans and procedures have been reviewed and revised. All staff and volunteers' training methods have been updated, as their roles have developed.

To guarantee that the organisation's rules and procedures are followed, new operational checklists were designed, adopted, and implemented.

Already incorporating our previous risk management process, the objective for this year is to ensure that the system is consistent and robust throughout the entire risk process. Achieving this is critical to the organisation and its future objectives. A risk register is established, maintained, and reviewed on a routine basis; the board of trustees receives a monthly comprehensive risk report.

Nightlife Outreach Objectives 2022



As of 2022, Nightlife Outreach maintains an unwavering dedication to accomplishing the goals outlined in the organisation's constitution. Our mission is to promote social and charitable purposes, with a particular emphasis on the regeneration of areas affected by socioeconomic disadvantage, primarily within the West Midlands.

We are dedicated to expanding our vision both nationally and internationally, with a steadfast commitment to inclusivity, irrespective of age, gender, race, political or religious beliefs, sexual orientation, or preferences.

Specifically, our objectives encompass the following areas:

1. **The Relief of Poverty:** We make a concerted effort to reduce poverty by any and all ways that are relevant to the situation.
2. **Research and Consultancy:** Our commitment to research and consultancy drives informed decision-making in our efforts.
3. **Job Creation Schemes:** We actively strive to alleviate unemployment by implementing job creation schemes.
4. **Advancement of Education and Training:** We aim to foster educational and training opportunities for the betterment of our community.
5. **Promotion of the Arts:** We support and facilitate performance art and musical activities, promoting the arts through both live events and digital media.
6. **Provision of Recreational Facilities:** In the interest of social welfare, we provide recreational facilities that enhance the quality of life for our community.
7. **Associated Product Development and Delivery:** We engage in associated product development and delivery, aligning with our broader objectives.

Moreover, our commitment extends to the preservation and protection of good mental health for individuals accessing the LGBTQIA+ and Night Time Economy (NTE) sectors; particularly those grappling with drug or alcohol addiction and the consequent mental health challenges they may face. We undertake this mission by:

- **Providing Advice, Information, and Education:** Equipping users of the LGBTQIA+ and NTE sectors with the knowledge and resources needed to navigate life free from the blight of addiction.
- **Conducting and Commissioning Research:** We actively engage in research related to substance abuse and its profound effects on mental health, with a commitment to sharing the valuable results of this research with the community and beyond.

The Advancement of Health and The Saving of Life

In 2022, Nightlife Outreach accomplished a series of significant initiatives and partnerships to enhance our services and promote well-being within our community. These accomplishments include:

- Introduction of Dexter, the Mental Health Support Dog: We welcomed Dexter, a Border Collie, into our team to provide invaluable emotional support to our clients, promoting their emotional well-being.
- Partnership with "B Settlement": We established a partnership with "B Settlement" to refer our clients to early help schemes available locally in Birmingham.
- Collaboration with "rehabguide.co.uk": Nightlife Outreach was contacted by rehabguide.co.uk to feature their link on our website, enhancing accessibility to addiction support resources in Warwickshire.
- Enhanced Safety Initiatives in Digbeth: We worked closely with local venues in the Digbeth area, collaborating on initiatives to collectively improve safety within this vibrant community.
- Continued promoting National Safety Schemes: Nightlife Outreach embraced national safety initiatives such as "Ask Angela," "Challenge 25," "Drink Spiking Awareness," and "Responsible Drinking" campaigns to ensure the well-being of the individuals within our community.
- Community Library of Mental Health and Substance Abuse Resources: We created an extensive community library of books, focusing on mental health, substance abuse, and self-help techniques; providing valuable information for those dealing with complex issues.
- Promotion of Healthy Eating: To positively impact mental health, we supported local independent food vendors, showcasing the talents of our local community and promoting healthy eating habits.
- Social Media Well-Being Promotion: We actively used platforms like Instagram and Facebook to promote well-being and mental health through engaging social media posts.
- Mental Health Awareness Posters: Nightlife Outreach designed and distributed mental health awareness posters, strategically placed in venues and locations throughout Digbeth.
- Drug Education Initiatives: We ordered drug education kits from drugfreeworld.com, enabling us to raise awareness about the risks and consequences of drug use.
- Creation of Drug Awareness Key Rings: We developed and distributed drug awareness key rings, particularly focusing on Ketamine, featuring Nightlife Outreach's website and contact details to ensure easy access to information and support.

These accomplishments in 2022 reflect our ongoing commitment to enhancing the well-being of our community and creating a safer, more supportive environment for all those engaged in nightlife activities.

Nightlife Outreach 2022 Projects

The Community Food Court



In February 2022, Nightlife Outreach launched a project to establish an outdoor community space, with the objective of promoting diversity and encouraging interaction among members. The project involved incorporating local independent food vendors from the region to showcase their products and services. As a part of the initiative, Nightlife Outreach enlisted the services of VOID ONE, a renowned local 3D graffiti artist, to create two large graffiti wall paintings. The project's primary aim is to provide assistance to the vulnerable members of the community.

Volunteers from our Nightlife Outreach programme, along with local artists and other members of the community, diligently helped to build the area. To get got going, we fitted a brand new emergency exit and gate at the entrance of the venue, leading from the archery range. After knocking down the walls, we also fitted new exits to enhance accessibility. The uneven ground was levelled, and astro-turf was laid. Electrical outlets and lights were installed, and we added benches, tables, and decorations to the area.

Additionally, commissioned artwork highlights local graffiti art, and the area has been painted to create a visually appealing environment for our beneficiaries.





The Vegan Kitchen

We are delighted to inform you of the significant enhancements made to our kitchen facilities in 2022. The installation of a new extraction unit, water heater, and upgraded electrical system has made our kitchen fully operational and capable of serving the community more efficiently.

Catering Hub

“Teaching Valuable Life Skills Through Sustainable Catering Hubs”

Our organisation has constructed a catering hub using up-cycled materials, and installed new fridges, basic cooking appliances, and electrical fixtures. These efforts are helping us teach essential life skills to the community through our various outreach programmes.

Festival Healthy Eating

Nightlife Outreach partnered with the Vegan Cafe Co. to encourage a plant-based and healthy diet at several festivals in 2022, including Wireless, Reading, and Latitude.



Music Studio

“Studio Renovations for Improved Acoustics and Aesthetics”

This year, the studio underwent a refurbishment, which included constructing a wall to reduce the room's size and soundproofing it. Additionally, the electrics and lights were upgraded, and a new floor was installed to enhance the studio's overall look and feel.



Dance studio

In addition, we have installed new flooring in the small room which is better suited for the wide range of dance activities held in this space.



2022 Activities

The 7 Shots Archery Range

In 2022, Nightlife Outreach invested in Stefan Lawrence's Archery instructor certification. They are a neuro-divergent instructor with a passion to deliver archery training and bring the up and coming sport to the community. Nightlife Outreach created an archery range and invested in the equipment to teach the sport. The project was started March 2022 and was completed July 2022.

Trade a Blade

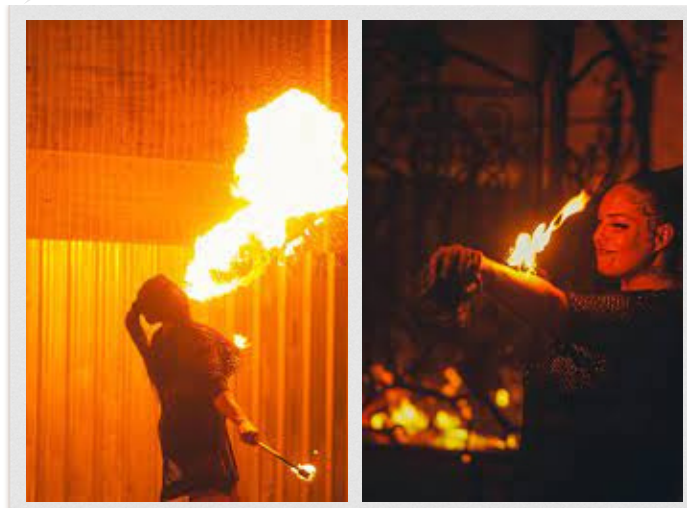
We partnered with Trade a Blade to run mentoring and intervention sessions which included complicit resolution (how to defuse difficult and challenging situations.) This programme was designed to stop Gang affiliation and grooming. This ran during the school holidays and as part of the class, we offered free materials and tools for woodwork training with a free lunch also provided.

Hands of Infinity

Nightlife Outreach supported local CIC's "Hands of Infinity" and "Kaps off" by providing free space for rehearsals and recording. These local CIC'S operate a person-centred approach to working with community members; providing resources for local residents to develop ideas and start businesses. Hands of Infinity also helps young people through youth clubs, mentorship initiatives for disadvantaged groups, and collaboration with West Midlands Police to improve community relations.

Toxic Dolls

We partnered with Toxic Dolls, providing certification in the art of fire breathing and angle grinding. Nightlife Outreach donates the space for the classes and helps to support NTE performance artists.



SJB U 9's Football Team

SJB Juniors under 9's Football Team At SJB Juniors, believe that sports can be a powerful tool to shape the character of young people and help them develop essential life skills.

The club is more than just a grassroots community football team; it's a community of passionate coaches, dedicated volunteers, and enthusiastic players who are committed to making a positive impact in the world.

Nightlife Outreach holds regular fundraising events for them and provides the football kit and team refreshments.

The charity also raised funding for the team and family members Christmas Party.



Stage Fight

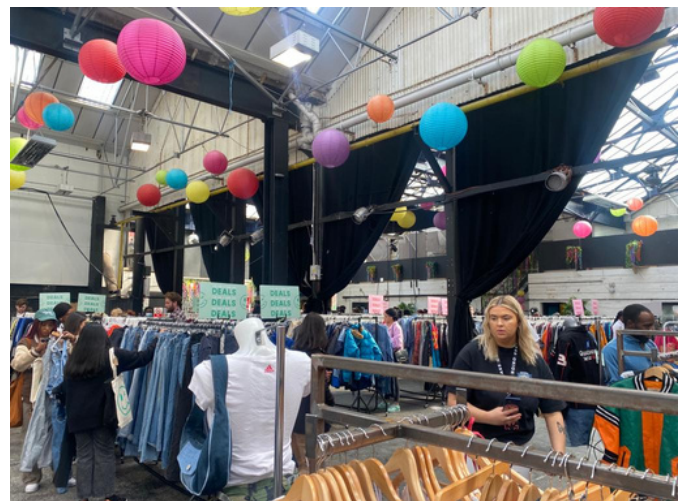
Nightlife Outreach supported stage fight by providing facilities for classes. Stage fight is an established specialised training programme offering intermediate and advanced level industry recognised stage combat courses. The students that have successfully completed screen combat training have gone on to work for the likes of BBC and in programmes such as “Game of Thrones” and “Vikings”.



Glass Onion Vintage Market

It's been great to be involved in Glass Onion's journey from a Coal Shed, to one of the leading UK Vintage Clothing companies. Glass Onion was founded in 2004 by John; selling vintage clothing out of his Grandma's coal shed in Barnsley, South Yorkshire. Over the next 15 years, the company grew from market stalls and festival pop-ups to warehouse takeovers.

Today, Glass Onion processes up to 20,000 kgs (44,000 lbs) of second-hand clothing every week, creating an in-house “remade” factory where they recycle damaged and unwanted clothes and off-cuts, giving them new life.



Choir with No Name

“Building Joyful Communities for Homeless and Marginalised People Across the UK”

The Choir with No Name is an organisation that creates singing communities and supports choirs for those facing homelessness and marginalisation throughout the UK. With six choirs across the country, they partner with organisations in Birmingham, Liverpool, London, Coventry, Brighton (in partnership with BHT Sussex), and Cardiff (in partnership with The Wallich). They pride themselves on providing a safe and supportive space for individuals who have experienced homelessness or are going through a tough time.

Their mission is to help build confidence and skills, whilst creating lasting friendships that will help individuals tackle life's challenges, moving towards a brighter future.

They believe in the power of singing to provide an escape from the pressures of daily life, and to improve their perception of their own capabilities. The Choir performs regularly at various venues, from local homeless hostels to the Royal Festival Hall, and everywhere in between.

In addition, they conduct community projects in each of the six cities to help those at risk of homelessness and isolation. The goal is to share the joy of singing with as many people as possible, and hopefully, recruit a few more choir members along the way.



“The Choir with No Name is a place where people can have fun, build new skills, and feel supported by friends while facing life's challenges.”

Fierce Festival 2022

“Fierce Festival: Putting Birmingham on the Map Since 1998”

Fierce Festival, (originally called Queerfest) has been making its mark on Birmingham and beyond since 1998. The festival of theatre and performance was founded by Mark Ball, who went on to be Artistic Director at LIFT (London International Festival of Theatre) and then joined Manchester International Festival as Creative Director. In 1999, the festival was renamed Fierce! Festival with the tagline "the festival that bites". This was in response to a growing demand for unusual, edgy, and spectacular performances, as well as a desire to be inclusive to a diverse audience.

Fierce Festival has grown in popularity, attracting larger audiences and gaining more notoriety over the years.



Cabaret
Review
Tentacular Spectacular review - wade through Oozing Gloop's psychosexual swamp



The Festival in 2022 was a swamp themed show, containing many elements and a unique production called “Hoe Down”. This consisted of a giant latex pig, and other weird and wonderful performances. The festival shines a light on the talented artists, producers and performers in the city and how it champions freedom of expression and individuality.

In 2022 Nightlife Outreach took all the volunteers to the princess picnic promenade, supporting Fierce Festival artists at the Botanical Gardens in Birmingham. This was a thank you to the volunteers for their continued support and hard work.

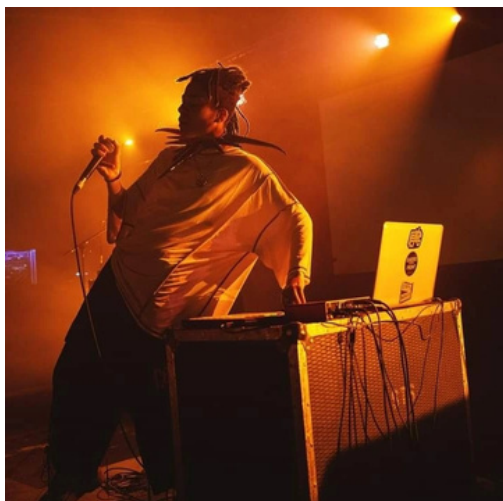
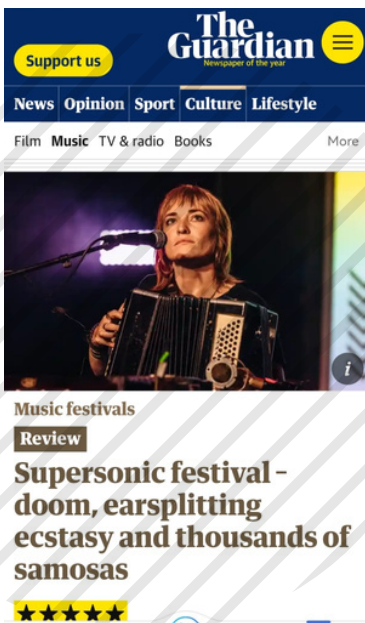
Supersonic Festival 2022

Supersonic Festival, curated and produced by Capsule, began as a one-day event in Birmingham in 2003. Now, it has become an internationally acclaimed experimental music and arts festival that attracts a diverse audience.

The festival has been dubbed the “UK's premier experimental music festival”. It has received rave reviews from The Independent, Arts Desk, and The Quietus, among others. The Guardian's Guide also named it the best experimental music festival in Europe.

Supersonic Festival brings together some of the world's most extraordinary artists for live performances, visual art, and audience participation. The festival is legendary and one-of-a-kind. Alongside the festival, Supersonic also hosts a year-round programme of live events, exhibitions, and kids gigs that showcase the highest quality arts in unexpected ways.

Nightlife Outreach was involved in a number of ways, supporting this event. The venue was donated to the festival for use over the weekend, housing the main stage and having some of the festivals biggest performances. Nightlife Outreach supplied support staff and bar managers to facilitate and assist the festival staff and the smooth running of the event. The charity also supplied welfare staff and gave free water to festival goers, promoting responsible drinking.



Afro-flux

“Embark on a Journey of Self-Discovery through Immersive Art and Workshops”

“Are you ready for a challenge? Join us on a mission to explore the depths of your being in the vast expanse of space. Immerse yourself in art that engages all of your senses – sound, touch, sight, and even the air you breathe.”

“Our journey will include a series of workshops that focus on various art forms, discussions, poetry, and performances. You'll get your hands dirty with lots of hands-on work. It's time to take control and chart your own course towards self-discovery.”



Nightlife Outreach supported this grassroots art exhibition by providing the centre and equipment for this interactive experience.

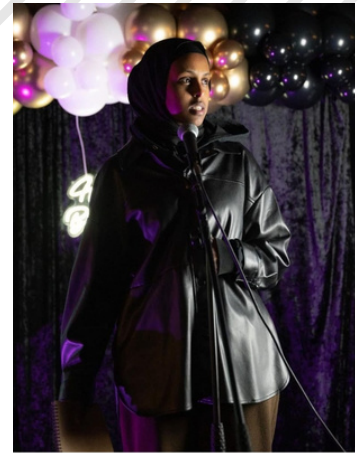
As a venue for self-expression and uniqueness, the charity will continue it's support of this event and the locally independent artists in 2023.

Empower Poetry

“Amplifying the Voice of Birmingham/West Midlands' Poetry Community”

Empower Poetry is a unique platform dedicated to supporting and promoting the underrepresented poetry community in Birmingham/West Midlands. It was founded by Ryan Dre Sinclair, a poet who recognised the lack of opportunities for poets in the region.

After months of hard work, Ryan was joined by another poet and a team of creatives to launch a successful bi-monthly event in Digbeth. “Our goal is to empower introverts and extroverts alike, eliminating elitism by providing a platform for spoken word artists in the West Midlands to share their work and receive payment for their talents. Join us in amplifying the voices of the region's poets.”



Boxed Out

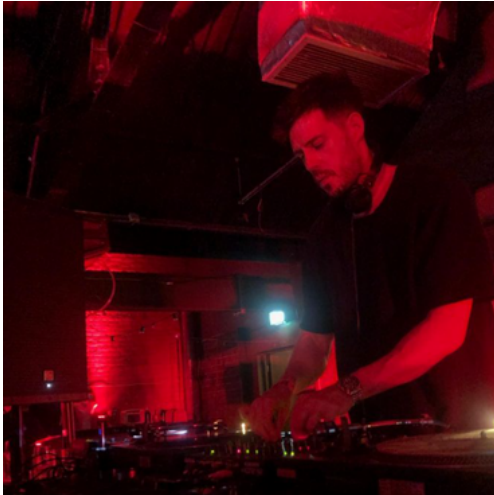
Throughout 2022, Nightlife Outreach supported a local called DJ Buxley who was nominated for the Black Owed Business Awards DJ category 2022 with his event Boxed Out. It is a carnival themed event that has games and showcases Jamaican and Caribbean food.

Both the venue and the musical equipment were provided free of charge by Nightlife Outreach. Through 2022 this event has grown in popularity, expanding nationally. We are proud of being a hub for innovation and growth and will continue to support this event.



PENDA

Penda is a forward-thinking house and techno event that Nightlife Outreach has supported for the last six years. They are trendsetters of the Birmingham underground scene and have been instrumental in supporting local artists and underground international DJs such as Adam McClean, Bunny (boiler room), and Digby.



FILM 4



Ground-breaking Films by Disabled Talent Set to Release Later This Year in the UK

Production company "104 Films" has teamed up with disabled and neurodivergent UK talent to produce four films that are set to release later this year. These films are truly one of a kind because they were made by disabled writers and directors, features disabled actors, and have at least 25% disabled crew behind the scenes.

Battery, Pyramid of Disunion, Dope Fiend, and Mo Kyra 4Eva are the four films that were produced with Nightlife Outreach providing the filming location for Battery.

In Battery, a man uses his last wheelchair battery to meet his boyfriend for one last dance in a post-apocalyptic world. The film is directed by Ewan Marshall and written by Tom Wentworth.

Max Park, Film4's development and production executive, describes these films as "capturing a broad spectrum of stories and genres, exploring the theme of love from a fresh and unique perspective." Channel 4 has always been supportive of disabled talent on and off-screen, and Film4 is proud to continue nurturing the next generation of disabled filmmakers.

JDZ Media

JDZ Media showcases local talented artists such as Young Jaay, Deetee and Scuba. Through their Youtube and their blog, they produce professional music videos for local artists. Nightlife Outreach has provided a space for them to shoot and produce music video's multiple times throughout the year.



TAI

Meet Tai – an independent artist, entrepreneur, and ambassador who recently hosted her Chapter 22 EP launch at Nightlife Outreach.

Tai's Chapter 22 EP launch was a huge success, with attendees raving about the incredible performance and the unique blend of genres that Tai seamlessly incorporated into her music.

"Tai's stage presence was electric, with her energy filling the room and captivating the audience from start to finish."

The Nightlife Outreach venue provided the perfect backdrop for Tai's EP launch, with its intimate and cozy atmosphere, allowing for a truly immersive and unforgettable experience.

Tai's EP features a diverse range of musical styles, including elements of R&B, hip-hop, and electronic music, all blended together in a way that feels fresh and innovative.

- As an independent artist and entrepreneur, Tai's EP launch was a testament to her hard work and dedication to her craft, and it was clear that her fans and supporters were eager to see what she would do next.
- Tai is also an ambassador for various causes related to mental health and wellness. She used her EP launch as an opportunity to raise awareness and funds for these important issues.
- Overall, Tai's Chapter 22 EP launch was a true celebration of art, music, and creativity that left attendees feeling inspired and energised.



Birmingham City Council has generously donated desktop computers to Nightlife Outreach. The charity is using the computers to provide free computer access and help with various mentoring programmes, such as creating CVs.



Nightlife Outreach provided the N.O Angels (our welfare service) to Birmingham Pride 2022. This was instrumental in keeping the event safe and secure for the LGBTQIA community

This year, we have provided support for a large number of smaller community-based projects, including the following:

- Nightlife Outreach donated the space for the film “Neta Shalan” by Blue Efeath
- We provided a free space for a photo shoot for a freelance producer called Ashley Gardiner Raleigh
- Nightlife Outreach signed up to make regular donations to the Royal National Institute of Blind People (RNIB 226227)
- Nightlife Outreach and Trade a blade were invited to attend an awards dinner, celebrating diverse partnerships and looking at the impact and success of the criminal justice system.
- Nightlife Outreach supported Birmz is Grimz, an amateur boxing club that promoted a community anti knife campaign. Nightlife Outreach provided the safe space for the event, staff and security. The charity also provided the risk management and health and safety arrangements for the event.
- During Freshers Week, the charity held events for students from the African Diaspora in Birmingham. The safe space and staff for these events were supplied by Nightlife Outreach, piloting our safe night out project, which provides welfare and assistance to students as well as free bottled water.
- Nightlife Outreach supported a Fashion Show, raising funds for miscarriage awareness. We helped with a few fundraisers, raising money for memorial services for local community members and leaders. Additionally, we aided a community choir called Smile which was in aid of Black History Month.

Nightlife Outreach has donated the space and Staff for all of these important community causes and is proud to be a safe community space for everyone.

Financial Statements for the Year Ended 31 December 2022

for

Nightlife Outreach Charity No 1168684

Contents of the Financial Statements
for the Year Ended 31 December 2022

	Page
General information	1
Accountants' report and client approval certificate	2
Trading and profit and loss account	3
Balance sheet	4
Notes to the financial statements	5

Address: The Works 77a
Upper Trinity Street
Birmingham
B9 4EG

Accountants: Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Financial Statements

for the Year Ended 31 December 2022

Accountants' Report to

Nightlife Outreach Charity No 1168684

In accordance with instructions given to us we have prepared without carrying out an audit the annexed financial statements from the accounting records of Nightlife Outreach Charity No 1168684 and from information and explanations supplied to us.

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Date:

Client Approval Certificate

I approve the financial statements and confirm that I have made available all relevant records and information for their preparation.

.....
Miss O Rhoden

Date:

Trading and Profit and Loss Account
for the Year Ended 31 December 2022

	31.12.22		31.12.21	
	£	£	£	£
Donations Received		204,748		163,302
Cost of sales				
Catering & Refreshments		88,616		58,411
Gross profit		116,132		104,891
Other income				
Government grants Covid 19		4,000		29,638
		120,132		134,529
Expenditure				
Rent	37,694		38,508	
Rates and water	2,699		795	
Insurance	978		962	
Light and heat	1,400		9,147	
Telephone	2,236		1,984	
Post and stationery	866		527	
Motor expenses	5,277		5,652	
Repairs and renewals	19,626		24,709	
Sundry expenses	12,180		9,846	
Cleaning	901		2,428	
Security	19,634		14,472	
Building Repairs	13,565		2,927	
Accountancy	1,300		1,500	
		118,356		113,457
		1,776		21,072
Finance costs				
Bank charges		34		22
		1,742		21,050
Depreciation				
Fixtures and fittings		1,718		434
Net profit		24		20,616

Nightlife Outreach Charity No 1168684

Balance Sheet
31 December 2022

	Notes	31.12.22 £	£	31.12.21 £	£
Fixed assets					
Tangible assets	1		9,738		2,456
Current assets					
VAT		11,129		6,123	
Prepayments		11,665		11,665	
Bank account no. 1		29,828		47,300	
Cash in hand		1,657		1,249	
		<u>54,279</u>		<u>66,337</u>	
Current liabilities					
Trade creditors		998		4,998	
Social security and other taxes		1,394		1,394	
Other creditors		148		148	
Accrued expenses		1,300		2,100	
		<u>3,840</u>		<u>8,640</u>	
			<u>50,439</u>		<u>57,697</u>
Net assets			<u>60,177</u>		<u>60,153</u>
Financed by					
Capital account	2		<u>60,177</u>		<u>60,153</u>

Notes to the Financial Statements
for the Year Ended 31 December 2022

1. **Tangible fixed assets**

	Fixtures and fittings £
Cost	
At 1 January 2022	4,000
Additions	9,000
	<hr/>
At 31 December 2022	13,000
	<hr/>
Depreciation	
At 1 January 2022	1,544
Charge for year	1,718
	<hr/>
At 31 December 2022	3,262
	<hr/>
Net book value	
At 31 December 2022	9,738
	<hr/>
At 31 December 2021	2,456
	<hr/> <hr/>

2. **Capital account**

	31.12.22		31.12.21	
	£	£	£	£
Brought forward	60,153		39,537	
Add				
Net profit	24		20,616	
	<hr/>		<hr/>	
		60,177		60,153
		<hr/>		<hr/>
		60,177		60,153
		<hr/> <hr/>		<hr/> <hr/>

NIGHTLIFE OUTREACH

England & Wales - Charity number 1168684

Accounts



Key Relationships

In the last 12 months we have made key changes to the board of trustees and the management committee. The board collectively voted to remove Cleon Smith as trustee and appoint Charnay Mason and Tony Robinson. These appointments are implemented to enable the charity to move forward with our new vision by expanding our board of trustees and the management committee to incorporate a more diverse and inclusive demographic.

The board worked closely with the management committee to ensure a smooth transition achieving economic stability, improving fundraising and development strategies, avoiding duplication of effort and fundraising and enhance the charities ability to advocate for beneficiaries and to communicate with outside agencies.

In 2021 the charity voted to take part in several Local authority campaigns such as the Digital Pack project enabling disadvantaged young people to access digital resources. Ladywood early help gateway which focuses on early intervention for drug misuse and addiction. The Charity also supported our Local MPs universal credit cut campaign along with the Good Law Project to reduce poverty.

Throughout the year we have run a number of pilot projects concentrating on the relief of poverty and mental wellbeing.

Created the Following new partnership

Trade a Blade & the Charity ran a kids clubs for under 16s during the school holidays providing free lunch throughout and mentoring.

Kaps off podcasting platform the charity donated space and equipment for the platform to be expanded.

Hands of Infinity the charity donating space for youth clubs, mentoring programmes and sport activities.

Toxic Dolls the charity donating a space for expert classes providing professional certification in fire breathing and angle grinding performance.

Mr Prints an independent start up clothing business, the charity supplied office space for use as a print workshop.

Nightlife Outreach 2021 Annual Report and Accounts

SBJ Under 9s Football team, The charity conducted several fundraisers to supply uniform and refreshments to the team.

Vegan Café Co an independent start-up catering company, the charity repurposed the disused canteen into a full working kitchen and supplied equipment for the Vegan Café Co to expand into popup food stalls at several music festivals.

HEMA The charity continued to support the Historical European Martial Arts in Birmingham by providing free space for training.

Stage Fight the charity continued to donate a space for expert classes providing professional certification in stunt work for professional actors.

The Charity fostered a working relationship with several local sound and lighting companies including Loft Sound, Premier Productions, Evolve Productions and Broken Minds.

Risk Management:

An overall risk assessment report and risk register is produced annually and presented to the Board. For the purpose of the assessment, risk is defined as *“the threat that any event or action will adversely affect an organisation’s ability to achieve its business objectives and execute its strategies”*. The assessment is set against the charity’s strategic priorities and within the context of Nightlife Outreach being in a high-risk business in terms of:

1. Funding resources
2. Client group
3. Capability

When risks are identified they are allocated a priority rating, control actions identified and responsibilities for actions are determined. From the annual assessment an action plan is formulated and this is regularly monitored and reported to the board. The charity continued to follow and implement Government policies and procedures regarding the pandemic (covid-19)

A risk assessment for the Pandemic (Covid-19) has also been applied to our service and performance objectives to assist the Board and Senior Management Team to manage their delivery by providing local community and organisations with excess PPE and organising PPE drop in and collect sessions.

The internal audit programme regularly reviews our risk management systems to apply a degree of independent scrutiny and to ensure best practice.

Changes to recommendations arising from the Government guidelines regarding Covid-19 restrictions are regularly updated and used by the Board as a means of ensuring a robust risk management process, learning and continuous improvement.

Nightlife Outreach 2021 Annual Report and Accounts

The charity continued to review all covid-19 policy and risk assessments which were updated in line with government guidelines and legislations. The Centre maintained covid secure with social distancing mitigations including visual aids, hand sanitizing stations, separate hand wash stations, PCR testing offering free PPE to the volunteers, service users and general public.

The Charity changed waste management contractors to an eco-friendly sustainable company ensuring we reduce the charities carbon footprint by the recycling of our waste.

Objectives and Activities

Nightlife Outreach continued with the objectives set out in the charity constitution.

To advance any social or charitable purpose or purposes; which will promote the regeneration for the public benefit, of areas of social and economic deprivation. These areas can be with the West Midlands Region. Nationally or internationally, without distinction of age, gender, race, political or religious opinions or sexual preferences or orientation, and in particular:

- i. The relief of Poverty in such ways as may be thought fit
 - ii. The provision of Research and Consultancy
 - iii. The relief of Unemployment through job creation schemes
 - iv. The advancement of Education and Training
 - v. Create performance art
 - vi. Create musical activity
 - vii. Promote the arts through events and digital media
 - viii. The provision of Recreational Facilities in the interest of social welfare
 - ix. Associated product development and delivery
- 2) The preservation and protection of good mental health of anyone who accesses the LGBTQA+ Night Time economy (LGBTQA+ NTE) who are either taking drugs regularly, addicted to drugs or alcohol and who have subsequent mental health issues, in particular but not exclusively by:

The provision of advice, information and education to users of the LGBTQA+ NTE so they are better equipped to avoid a life blighted by addiction.

Conducting or commissioning research on substance abuse and its subsequent effect on mental health and to publish the useful results of such research.

The advancement of Health or the Saving of lives:

Nightlife Outreach has run a number of programs focusing on our charitable objectives. We ran successful outreach programs on line promoting how to stay safe during the Pandemic and coming out of lockdown.

Nightlife outreach promoted online educational information promotions and social campaigns on the safe use of drugs which ran across Clubs and university campuses in Birmingham, Manchester, Leeds, Bournemouth and Bristol:

Go Easy on Going Out: Education on reduced tolerance

Safe Use of Drugs: The dangers of addiction.

Not in My Drink / enough.campaign.gov.uk / Stamp out Spiking:

Due to the increase of GHB date rape drug spiking and injections in the local area the charity raised awareness of the issue by providing leaflets, posters and training groups to help change behaviours and attitudes.

Ask Angela: Provided education to bar staff and posters for women's toilets to raise awareness of the campaign.

In conjunction with our suicide prevention program we supported **Sketchy Club** a mental wellness group for young men to speak openly about their mental health in a none clinical setting.

Nightlife Outreach ran a mental wellness campaign with **Deeley Construction** providing posters for construction site canteens and set up safe onsite spaces to talk about men's mental health.



How To Stop Negative Thoughts



Happiness Chemicals & How to Hack Them



Nightlife outreach ran a mental health wellness hub which conducted one to one session, drop in coffee mornings for mental health support group in a nonclinical setting. Within the wellness teams we also gave out information on outreach programs and recovery pathways to vulnerable people on line, in our wellness classes and support groups.

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach also ran emergency mental health crisis service through **Calm Space** and provided advice and information on local **NHS support services**.

Partnered with **Trade a Blade** running mentoring and intervention sessions which included complicit resolution (how to defuse difficult and challenging situations) This program was designed to stop Gang affiliation and grooming. As part of the class we offered free materials and tools for woodwork training with free lunch this program ran during the school holidays throughout the 12 months.

The centre housed an onsite amnesty bin for the young people to dispose of weapons anonymously.



In partnership with **Primal Mastery** an Anti-knife Crime prevention group offering archery, crossbow and Axe throwing training. The program was to inspire and entertain by equipping young people with fundamental movement skills metal progression and physical improvement through target sports and educate on the dangers of gang related actives such as knife crime and the impact knife crime has on the victims and perpetrators.



Nightlife Outreach 2021 Annual Report and Accounts



Nightlife Outreach 2021 Annual Report and Accounts

Nightlife outreach supported several local support groups within the LGBTQ+ community on their **COMING OUT**, the charity provided education and training on “how to tell loved ones” and where to find support within the LGBTQ+ community as well as information on issues surrounding prejudice especial within the BAME.

Social Media Campaigns were run throughout the year to inform and integrate with a wider audience and promote our message on drugs and mental health. Nightlife Outreach continued after the pandemic to run our open discussion forum to dispel disinformation within the BAME community regarding key issues affecting minority and disadvantaged groups. This has enabled these groups to have a platform where they feel heard.

Nightlife Outreach has supported new local CIC’s Hands of Infinity and Kaps off by providing free space for rehearsals and recording.

Hands of Infinity is a local CIC which operates a person-centred approach to working with community members. Providing resources for local residents to develop ideas and start businesses. Hands of Infinity also support young people through youth clubs relatable mentoring programs for vulnerable groups and worked with **West Midlands Police** to build better community relations.



Kaps Off Media is a local CIC that raises awareness of inner-city life affecting the mental health of young people through pod-cast talk shows. Kaps off media also shines a light on those marginalised by society by providing them with a platform to voice their untold experiences in a safe non-judgmental and inclusive environment.

Nightlife Outreach 2021 Annual Report and Accounts

Since reopening of the centre, we have also run a number of weekly mental health group sessions, provided by our in-house mental health trainer. A number of in-house groups such as HEMA (historical martial arts) and Stage Fight.

HEMA – HISTORICAL EUROPEAN MARTIAL ARTS. Due to the lack of funding for this niche sector Nightlife outreach provided free facilities for classes for them to continue their education on European arts. Hema Birmingham was founded to explore martial arts technics and treaties of the weapons masters of medieval and renaissance Europe bringing combat styles to life with an emphasis on martial application and combat sparing. Specialising in Italian works master Fiore dei Liberi through methods and techniques.



Nightlife Outreach 2021 Annual Report and Accounts

Stage Fight – Nightlife outreach supported stage fight by providing facilities for classes. Stage fight is an established specialised training program offering intermediate and advanced level industry recognised stage combat courses. The students that have successfully completed screen combat training have gone on to work for the BBC and in programmes such as **Game of Thrones** and **Vikings**.



Nightlife Outreach 2021 Annual Report and Accounts

The Vegan Café Co – Nightlife Outreach started the project to update the canteen into a working kitchen to promote healthy eating and lifestyle through vegan food. Nightlife outreach also supported The Vegan Café co to operate pop up food stalls at **Latitude** and **Reding festival** by providing free equipment for use.



Nightlife Outreach 2021 Annual Report and Accounts

During the pandemic we operated an emergency drop-in centre for service users with low economic backgrounds to collect free PPE and access our food bank.

Nightlife Outreach continued our campaign to **End Period Poverty** within our community. We as local business continued to donate sanitary products, we operate a free collection service from our centre.

We conducted regular wellness checks with our services users through WhatsApp groups and telephone calls throughout during times of self-isolating providing guidance, coping strategies and referrals to emergency care teams. Nightlife outreach provided information on what services are available within the local community and how to access them for free.

The advancement of arts, culture, heritage, community development or science:

This year we have focused heavily on improving our presence in the arts and culture sector.

We continued to work in partnership with Birmingham **Fierce Festival**; a queer art and live art festival held in Birmingham and other LGBTQA+ groups hosting artist behind bars.

Artist behind bars is an event concocted by **Kitty Finer** that brings together artist to build install host and run their own bars. The bars are a work of immersion art where the artist is the bartender and the spectator are the punter.

Nightlife outreach provided the space for the installation and challenge 25 training / Licensing for all the artist involved.



Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach support up and coming musicians, artists, sound / lighting technicians and entrepreneurs to continue promote themselves though donating a free safe creative space and art supplies.

- **Flyboys** video shoot: Provided free space with creative support staff for the under 16s rap group to record music video.
- **Kays** Video Shoot: Provided free space with creative support staff for the female artist to record music video.
- **TwelveTwelve** Rock event: Provided free space for several local rock groups to rehearse in the run up to the live performance. Nightlife Outreach funded and hosted the live performance providing lighting, staging, volunteers and welfare staff.



- **Penda**: Supported the live performance fundraiser for stacks creations arts and culture centre in Digbeth by providing free event space, volunteers and welfare staff.

Nightlife Outreach 2021 Annual Report and Accounts

- Basket Ball Take the Leap: supported the fundraising event by providing space for a youth basketball tournament raising funds to create a new community recording studio.



- Hold your ground dance battle: Nightlife outreach worked in partnership with **Boom Bap & Breaks, The Breaking league, STRX & Clear your mind ANANSIID** to create and host a breakdancing battle and dance workshops. The battle street dance event drew dancers from all over the UK ages ranging from 3years old to 40+ showcasing their unique dance styles.



Nightlife Outreach 2021 Annual Report and Accounts

- **Local Graffiti artist:** Supported the development of local graffiti artists by supplying free space and supplies to create new art installations around the centre we worked with artist such as **Void One, Goku, Afrokin and Opens**
- **Double Impact** independent djs and event promoters: Supported the event by providing free space volunteers, sound and lighting to successfully grow their brand and event from 300 attendance to over 900.
- **SBJ Juniors F.C** football team: Supported the under 9s team by running raffles and cloak rooms during other fundraising events to supply football kits and coats. We also supplied the team with free water and juice for team training sessions.



- **Toxic Dolls** fire performance: Supported the advancement of the unique art style by providing a safe space and risk training. The specialised training program offering beginner, intermediate and advance level industry recognised certification.



The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity:

Our equality and diversity work focuses on building racial harmony and equality through our work with the LGBTQ+ community and the various BAME groups who use the centre, Kaps Off, Hands of Infinity, Trade a Blade & Primal Mastery.

We will continue our community cohesion into 2022 and further develop links to other LGBTQA+, BAME and Arts groups using an umbrella scheme to house and interlink other community-based visionaries, groups, smaller charities, CICs, organisations and local businesses.

Review

This year, the charity shifted its focus from gaining funding for specific programs, into increasing donations; both large and small to help with the cost of sustainability through the remaining lockdown and operating contingency plans if new lockdowns occur as well as the reopening of the centre to the public.

This year we have focused on increasing the volume of small donations, and also increasing the volume of large donations from corporate entities to help financially support smalls charities and groups who are struggling to stay open or lost their premises during the pandemic.

The main source of expenditure for the current year has been invested reopening of our centre with improved facilities such as the new archery range and Art installations. We have continued our online campaigns to promote mental health and substance misuse education for the BAME and LGBTQA+ groups.

The charity wishes to seek investment opportunities in organisations and countries which demonstrate a positive approach to individuals, communities, environmental protection, pollution control, conservation and recycling, safety & security and ethical employment practices. For more details please refer to our Ethical Investment Policy.

Nightlife Outreach 2021 Annual Report and Accounts

Financial Statements for the Year Ended 31 December 2021

for

Nightlife Outreach Charity No 1168684

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach Charity No 1168684

Contents of the Financial Statements
for the Year Ended 31 December 2021

	Page
General information	1
Accountants' report and client approval certificate	2
Trading and profit and loss account	3
Balance sheet	4
Tangible fixed assets schedule	5

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach Charity No 1168684

General Information
for the Year Ended 31 December 2021

Address:

The Works 77a
Upper Trinity Street
Birmingham
B9 4EG

Accountants:

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Nightlife Outreach 2021 Annual Report and Accounts

Financial Statements

for the Year Ended 31 December 2021

Accountants' Report to

Nightlife Outreach Charity No 1168684

In accordance with instructions given to us we have prepared without carrying out an audit the annexed financial statements from the accounting records of Nightlife Outreach Charity No 1168684 and from information and explanations supplied to us.

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Date:

Client Approval Certificate

I approve the financial statements and confirm that I have made available all relevant records and information for their preparation.

.....
Miss O Rhoden

Date:

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach Charity No 1168684

Trading and Profit and Loss Account
for the Year Ended 31 December 2021

	31.12.21		31.12.20	
	£	£	£	£
Donations Received		163,302		140,161
Cost of sales				
Catering & Refreshments		58,411		41,758
Gross profit		104,891		98,403
Other income				
Government grants Covid 19		29,638		34,750
		134,529		133,153
Expenditure				
Rent	38,508		34,992	
Rates and water	795		-	
Insurance	962		1,222	
Light and heat	9,147		-	
Telephone	1,984		2,085	
Post and stationery	527		321	
Advertising	-		3,079	
Motor expenses	5,652		4,075	
Repairs and renewals	24,709		15,687	
Sundry expenses	9,846		2,231	
Cleaning	2,428		1,324	
Security	14,472		21,276	
Building Repairs	2,927		22,430	
Accountancy	1,500		1,500	
		113,457		110,222
		21,072		22,931
Finance costs				
Bank charges		22		4
		21,050		22,927
Depreciation				
Fixtures and fittings		434		510
Net profit		20,616		22,417

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach Charity No 1168684

Balance Sheet
31 December 2021

	31.12.21		31.12.20	
	£	£	£	£
Fixed assets				
Fixtures and fittings		2,456		2,890
Current assets				
VAT	6,123		5,566	
Prepayments	11,665		11,665	
Bank account no. 1	47,300		27,730	
Cash in hand	1,249		27	
	<u>66,337</u>		<u>44,988</u>	
Current liabilities				
Trade creditors	4,998		4,999	
Social security and other taxes	1,394		1,394	
Other creditors	148		148	
Accrued expenses	2,100		1,800	
	<u>8,640</u>		<u>8,341</u>	
		<u>57,697</u>		<u>36,647</u>
Net assets		<u>60,153</u>		<u>39,537</u>
Financed by				
Capital account				
Brought forward	39,537		17,120	
Add				
Net profit	<u>20,616</u>		<u>22,417</u>	
		<u>60,153</u>		<u>39,537</u>
		<u>60,153</u>		<u>39,537</u>

Nightlife Outreach 2021 Annual Report and Accounts

Nightlife Outreach Charly No 1168684

Tangible Fixed Assets Schedule

31 December 2021

	Fixtures and fittings £
Cost	
At 1 January 2021 and 31 December 2021	4,000
Depreciation	
At 1 January 2021	1,110
Charge for year	434
At 31 December 2021	1,544
Net book value	
At 31 December 2021	2,456
At 31 December 2020	2,890

NIGHTLIFE OUTREACH

England & Wales - Charity number 1168684

Accounts

Key Relationships

The board felt that we would benefit from a more effective use of resources, expertise and knowledge, achieving economic stability, improving fundraising and development strategies, avoiding duplication of effort and fundraising, enhanced ability to advocate for beneficiaries and to communicate with outside agencies

This year we Took part in the equality diversity scheme events run by Birmingham and Solihull mental health NHS and continued our work with West Midlands combined authority on the thrive project.

Throughout the year we have run a number of pilot projects concentrating on the relief of poverty and mental wellbeing.

Risk Management:

An overall risk assessment report and risk register is produced annually and presented to the Board. For the purpose of the assessment, risk is defined as *“the threat that any event or action will adversely affect an organisation’s ability to achieve its business objectives and execute its strategies”*. The assessment is set against the charities strategic priorities and within the context of Nightlife Outreach being in a high risk business in terms of:

1. Funding resources
2. Client group
3. Capability

When risks are identified they are allocated a priority rating, control actions identified and responsibilities for actions are determined. From the annual assessment an action plan is formulated and this is regularly monitored and reported to the board. A risk assessment has also been applied to our service and performance objectives to assist the Board and Senior Management Team to manage their delivery. The board also receive regular internal audit reports prepared by the Association’s appointed internal auditor, on a wide range of business activity. This is based upon an annual plan prepared at the beginning of each financial year. The internal audit programme regularly reviews our risk management systems to apply a degree of independent scrutiny and to ensure best practice. Recommendations arising from the reviews are used by the Board as a means of ensuring a robust risk management process, learning and continuous improvement.

We will continue to review, challenge and develop our procurement activity within the context of prioritising our spend activity.

Objectives and Activities

To advance any social or charitable purpose or purposes; which will promote the regeneration for the public benefit, of areas of social and economic deprivation. These areas can be with the West Midlands Region. Nationally or internationally, without distinction of age, gender, race, political or religious opinions or sexual preferences or orientation, and in particular:

- i. The relief of Poverty in such ways as may be thought fit
 - ii. The provision of Research and Consultancy
 - iii. The relief of Unemployment through job creation schemes
 - iv. The advancement of Education and Training
 - v. Create performance art
 - vi. Create musical activity
 - vii. Promote the arts through events and digital media
 - viii. The provision of Recreational Facilities in the interest of social welfare
 - ix. Associated product development and delivery
- 2) The preservation and protection of good mental health of anyone who accesses the LGBTQA+ Night Time economy (LGBTQA+ NTE) who are either taking drugs regularly, addicted to drugs or alcohol and who have subsequent mental health issues, in particular but not exclusively by:
- The provision of advice, information and education to users of the LGBTQA+ NTE so they are better equipped to avoid a life blighted by addiction.
 - Conducting or commissioning research on substance abuse and its subsequent effect on mental health and to publish the useful results of such research.

The advancement of health or the saving of lives:

Nightlife Outreach has run a number of programs focusing on our charitable objectives. We ran successful outreach programs at Birmingham Pride and Fresher's Week, promoting the safe use of drugs and the danger of addiction. In conjunction with the NHS Quality and Diversity Scheme, West Midlands Combined Authority Thrive Project and worked with Birmingham University Campuses, Birmingham Pride and Local Nightclubs and bars, delivering educational drug awareness material.

Within the wellness teams we also gave out information on outreach programs and recovery pathways to vulnerable people.

Social Media Campaigns were run throughout the year to inform and integrate with a wider audience and promote our message on drugs and mental health. This has seen a huge increase in participation with posts being shared and liked widely on Facebook.

Nightlife outreach also became a verified charity with Paypal and Amazon smile.

Since the opening of the centre, we have also started running a number of weekly mental health group sessions, provided by our in-house mental health trainer. As well as a number of in-house groups partnered with HEMA (historical martial arts) Laughing Yoga, and an electrical skills development training course for NEET.

The advancement of arts, culture, heritage, community development or science:

This year we have focused heavily on improving our presence in the arts and culture sector.

We continued to work in partnership with Birmingham Fierce Festival; a queer art and live art festival held in Birmingham. We became the festival hub for the weeklong festival and hosted

over 15 individual performances, as well as question and answer sessions and meet the artist groups. This partnership will continue throughout 2019 with the launch of 'Fierce Night artist behind bars; which will promote queer arts in Birmingham.

We started a bike to work donation scheme bikes donated and given out to service users and volunteers, we ran a recycling project to upcycle general waste materials into art to be displayed.

We supported a local chef to run a Vegan kitchen/ cooking classes, healthy eating and the connection between diet and wellbeing.

Supported up and coming bands/ provide free rehearsal space/ free event planning and opened up our space to local independent food vendors and pop-up restaurants with our support local businesses scheme

The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity:

Our equality and diversity work focuses on building racial harmony and equality through our work with the LGBTQ+ community and the various BAME groups who use the centre. We will continue this into 2020 and further develop links to other LGBTQ+ Arts groups including the Shout Arts festival.

Review

This year, the charity shifted its focus from gaining funding for specific programs, into increasing donations; both large and small. We have continued to receive funding from National Lottery, Heart of England and Tesco's for specific projects but this year, but have focused on increasing the volume of small donations through events and local nightclubs, and also increasing the volume of large donations from corporate entities.

The main source of expenditure for the current year has been invested in the opening our ongoing work with mental health, BAME and LGBTQ+ groups, Birmingham pride and social media campaigns to highlight mental health, LGBTQ+ issues and drug awareness.

The charity wishes to seek investment opportunities in organisations and countries which demonstrate a positive approach to individuals, communities, environmental protection, pollution control, conservation and recycling, safety & security and ethical employment practices. For more details please refer to our Ethical Investment Policy.

Nightlife Outreach Charity No 1168684

Contents of the Financial Statements
for the Year Ended 31 December 2019

	Page
General information	1
Accountants' report and client approval certificate	2
Trading and profit and loss account	3
Balance sheet	4
Tangible fixed assets schedule	5

Nightlife Outreach Charity No 1168684

General Information
for the Year Ended 31 December 2019

Address:

The Works 77a
Upper Trinity Street
Birmingham
B9 4EG

Accountants:

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Financial Statements

for the Year Ended 31 December 2019

Accountants' Report to

Nightlife Outreach Charity No 1168684

In accordance with instructions given to us we have prepared without carrying out an audit the annexed financial statements from the accounting records of Nightlife Outreach Charity No 1168684 and from information and explanations supplied to us.

Subco Ltd
Sohan Singh House
2nd Floor
44 Bradford Street
Walsall
West Midlands
WS1 3QA

Date:

Client Approval Certificate

I approve the financial statements and confirm that I have made available all relevant records and information for their preparation.

.....
Miss O Rhoden

Date:

Nightlife Outreach Charity No 1168684

Trading and Profit and Loss Account
for the Year Ended 31 December 2019

	31.12.19		31.12.18	
	£	£	£	£
Donations Received		103,510		112,494
Cost of sales				
Catering & Refreshments		39,016		17,338
Gross profit		64,494		95,156
Expenditure				
Wages	-		8,000	
Pensions	-		67	
Rent	35,742		38,066	
Light and heat	3,330		3,572	
Telephone	1,937		923	
Post and stationery	221		1,500	
Motor expenses	1,018		1,346	
Repairs and renewals	7,625		5,060	
Sundry expenses	2,374		3,083	
Cleaning	322		2,028	
Security	550		2,844	
Building Repairs	6,705		23,896	
Promotion & Advertising	-		21,667	
Accountancy	1,000		1,000	
Legal fees	3,167		-	
		63,991		113,052
		503		(17,896)
Finance costs				
Bank charges		152		39
		351		(17,935)
Depreciation				
Fixtures and fittings		600		-
Net loss		(249)		(17,935)

Nightlife Outreach Charity No 1168684

Balance Sheet
31 December 2019

	31.12.19		31.12.18	
	£	£	£	£
Fixed assets				
Fixtures and fittings		3,400		
Current assets				
VAT	3,124		4,273	
Prepayments	11,665		-	
Bank account	1,872		-	
Cash in hand	100		200	
	<u>16,761</u>		<u>4,473</u>	
Current liabilities				
Bank overdraft	-		3	
Trade creditors	(1)		(1)	
Social security and other taxes	1,394		1,394	
Other creditors	148		148	
Accrued expenses	1,500		1,000	
	<u>3,041</u>		<u>2,544</u>	
		<u>13,720</u>		<u>1,929</u>
Net assets		<u>17,120</u>		<u>1,929</u>
Financed by				
Capital account				
Brought forward	1,929		-	
Less				
Drawings	(15,440)		(19,864)	
Net loss	249		17,935	
	<u>(15,191)</u>		<u>(1,929)</u>	
		<u>17,120</u>		<u>1,929</u>
		<u>17,120</u>		<u>1,929</u>

Nightlife Outreach Charity No 1168684

Tangible Fixed Assets Schedule
31 December 2019

	Fixtures and fittings £
Cost	
Additions	4,000
At 31 December 2019	<u>4,000</u>
Depreciation	
Charge for year	600
At 31 December 2019	<u>600</u>
Net book value	
At 31 December 2019	<u><u>3,400</u></u>