

Annual Report 2023

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



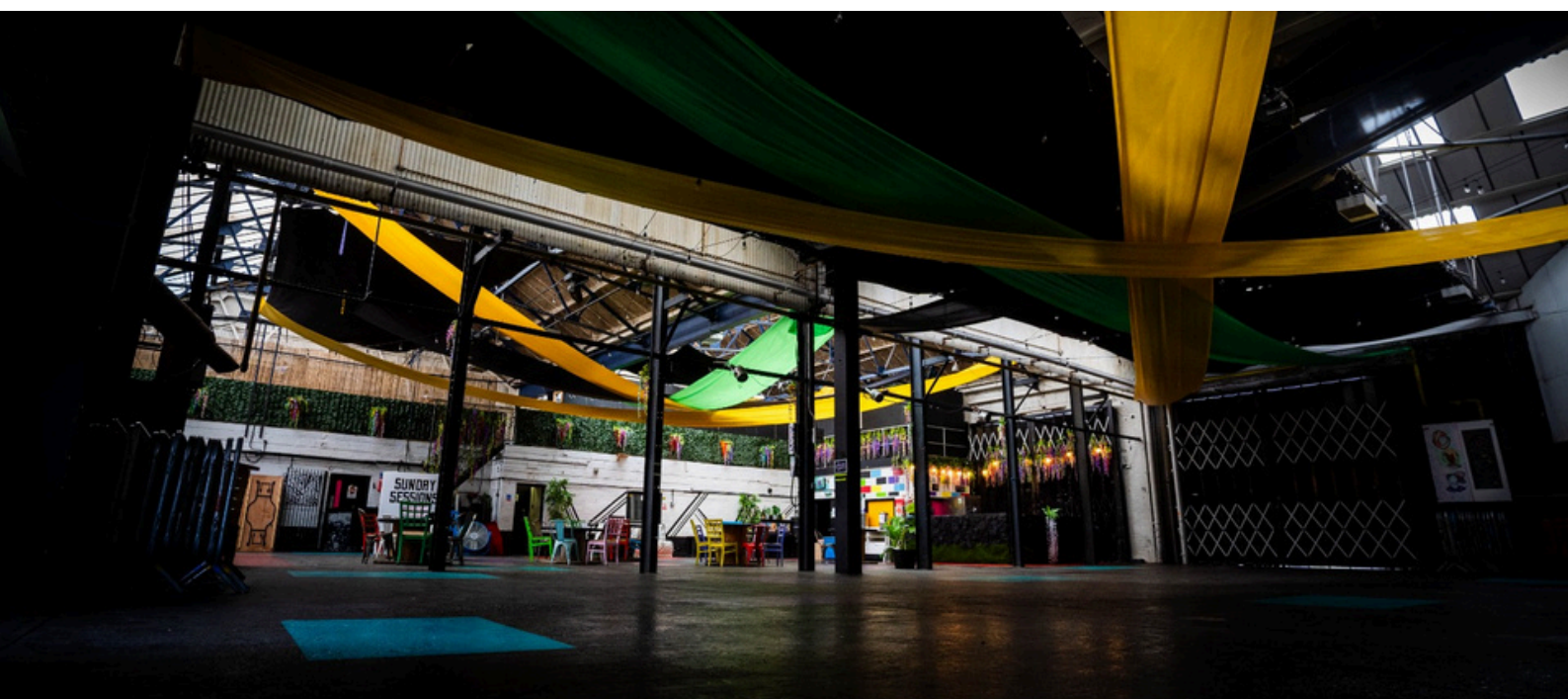


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Introduction



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

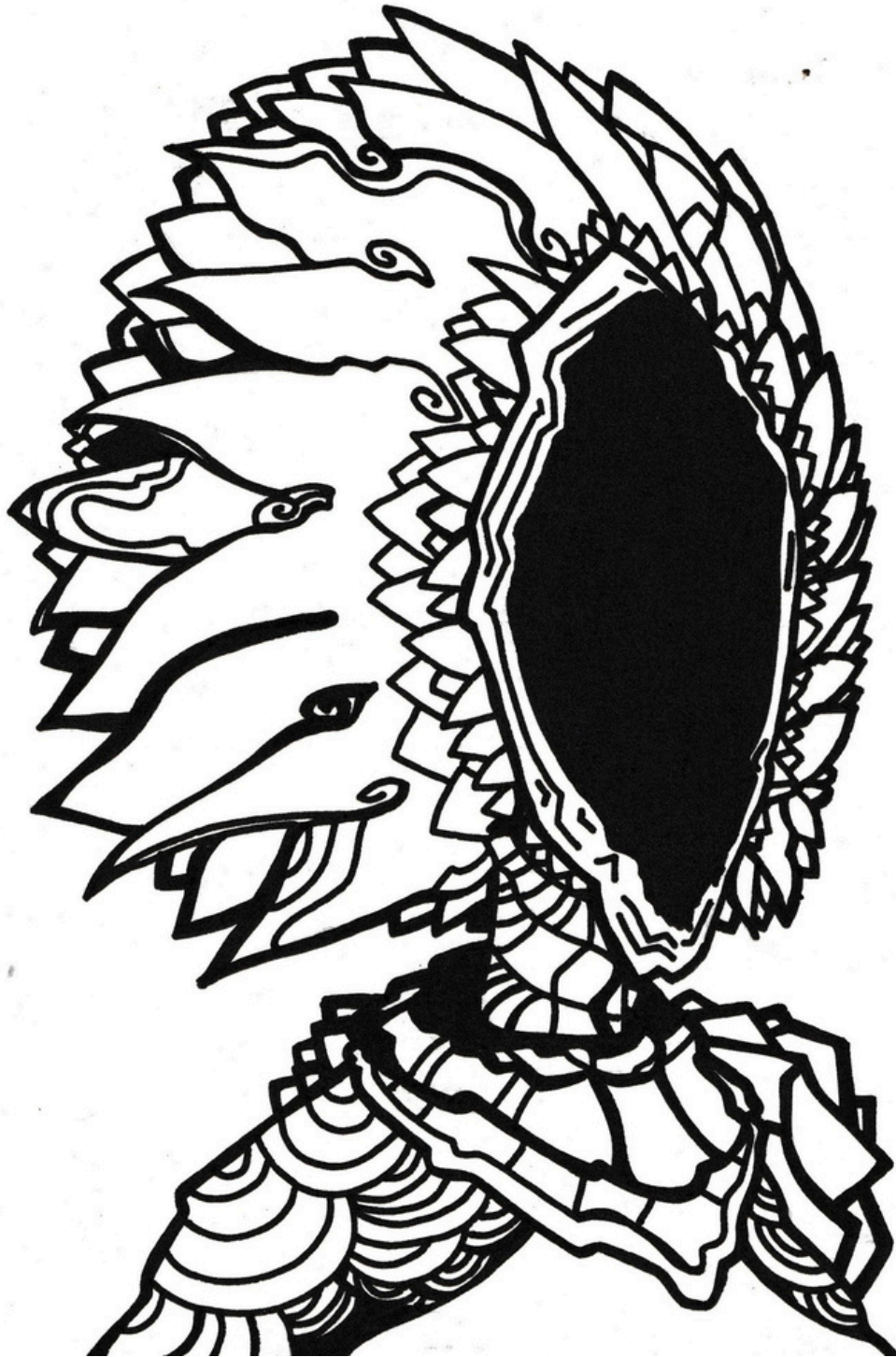
In response to increasing concerns about drug use in Birmingham's social venues, Nightlife Outreach launched a targeted Substance Awareness Campaign focused on educating the community about the risks of commonly used substances such as ketamine, GHB, and crystal meth. Extensive research was conducted 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.





AFKIDKIN

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.

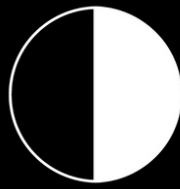
Great you now look like a flea ridden zombie.

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**



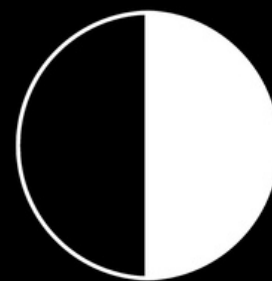
GHB

**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 |
| Step 5: | the victims breathing and state of consciousness. If they are |
| Step 6: | unresponsive call 999 do not try to move them yourself. Stay with |
| Step 7: | them until the emergency services arrive. Inform emergency |
| Step 8: | services of suspected GHB Spiking. |
| Step 9: | (Be respectful to A&E staff they are used to people lying about their drink and drug intake) |
| Step 10: | Follow medical advice and instructions when taking them home. |
| | Either stay with them or arrange check in's. Report incident to |
| | 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.



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)).
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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)).
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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)
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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...).
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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)).
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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...).**
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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)).
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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.
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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.
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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.
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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.
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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.
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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.
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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.
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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	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				
VERSION	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

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- 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



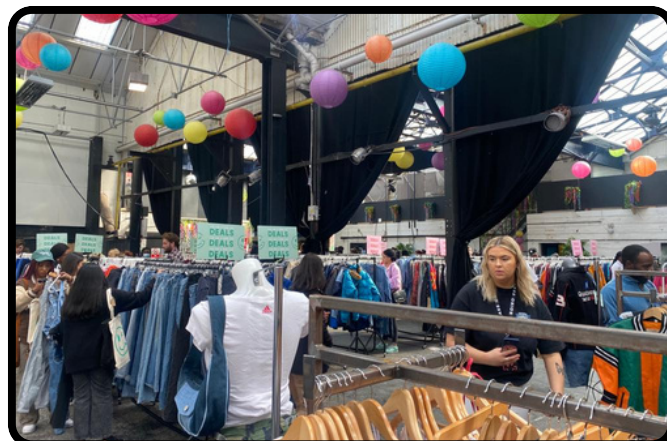
Plant Based Market

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.”

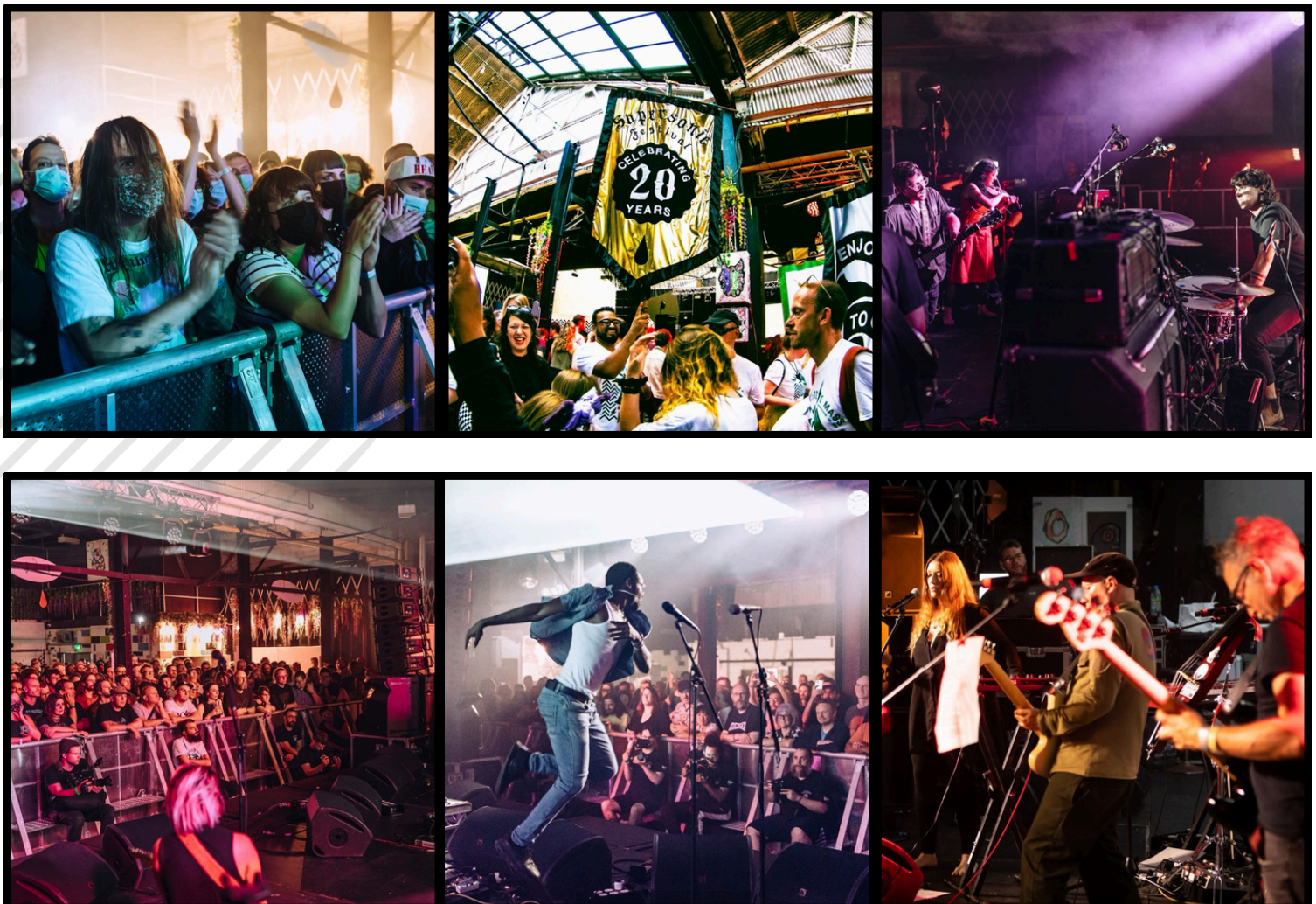
Supersonic Festival 2023

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.

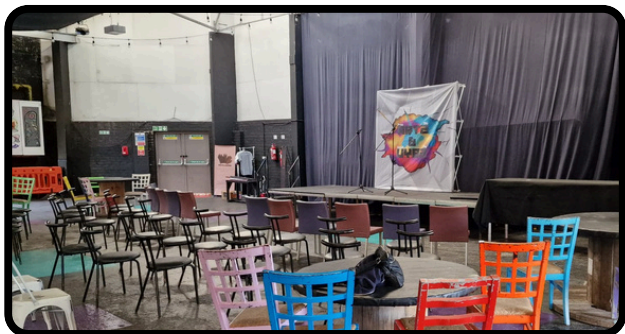


Artz & Vibz / Empower Poetry

“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.

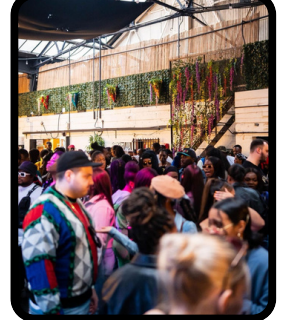
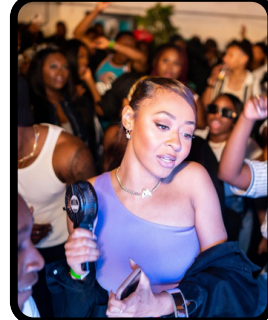
Through performances, workshops, and events, MDK promotes breakdancing as both an art form and a powerful means of expression, connecting with the community and empowering the next generation of dancers.



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

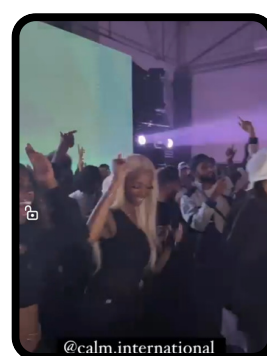
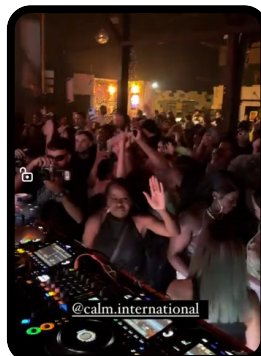
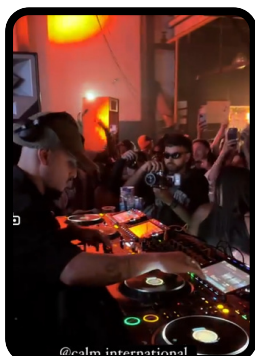
Throughout the years, Nightlife Outreach has supported a local band called The Novus after the event held in 2023 Novus was signed to a major record label .

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.



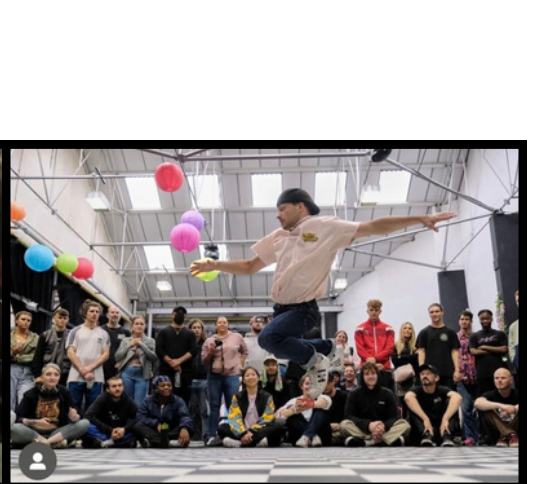
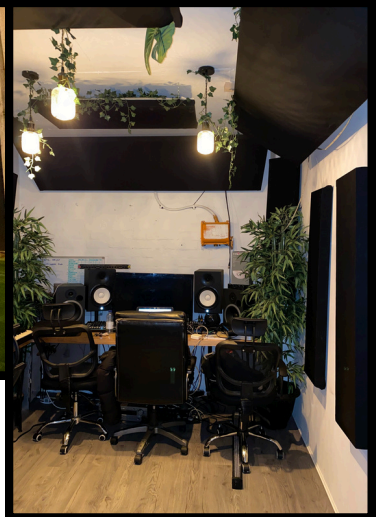
A New Space, A Stronger Mission: Nightlife Outreach Moves Forward

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

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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></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></u>	168,935	<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>82,114</u>		<u>80,177</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				13,000
and 31 December 2023				
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