

	Trustees' Annual Report for the period							
	From	Period start date			To	Period end date		
		01	April	2022		31		March

Section A Reference and administration details

Charity name	The RISE Collective		
Other names charity is known by	RISE		
Registered charity number (if any)	1168856		
Charity's principal address	38 Crown Hill		
	Bristol		
	BS5 7JP		

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Saira O'Mallie	Chair from 1 st June 2021		
2	Olubusayo Abidakun			
3	James Cantley			
4	Tia Spencer			
5	Noah Ball			
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16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Finance/Operations/HR	Helen Beesly	Windrush House, Whiteway, Cirencester GL7 7BA

Name of chief executive or names of senior staff members (Optional information)

Helen Wadge and Mahla Axon - Co-founders/Directors
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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document
(eg. trust deed, constitution)

Governing Document

How the charity is constituted
(eg. trust, association, company)

Charitable Incorporated Organisation

Trustee selection methods
(eg. appointed by, elected by)

The RISE Collective adopts a thoughtful and youth-focused approach to trustee recruitment, guided by a skills audit and the goal of achieving board representation reflective of our community. Our organisational strategy guides decisions on the necessary skills, experience, and backgrounds for the Board to realise our outcomes and aims.

Our recruitment process is meticulously prepared, aligning with the terms in RISE's governing documents and meeting legislative requirements. The Board and senior team collaborate with young people to shape role descriptions, recruitment processes, and interview questions.

Prospective trustees undergo interviews conducted by both a youth panel and a trustee panel, including co-founders. Successful candidates are elected through a voting process.

We are aiming to strengthen our Board by recruiting two trustees with specific roles in campaigning and activism and partnerships and funding.

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Organisational Structure

The organisational Structure at the RISE Collective is designed to uphold robust governance and operational efficiency. The Board of Trustees has the overarching authority, steering RISE's strategic direction and ensuring compliance with both company and charity laws. Responsibilities associated with the Board are distributed among its members, fostering a collaborative and shared leadership approach.

Presently, our organisation is overseen by co-founders/directors Helen Wadge and Mahla Axon. While actively participating in trustee meetings, they collaborate closely with the Board. Notably, each trustee meeting incorporates a closed session, providing a dedicated space for trustees to address matters directly related to the co-founders/directors when necessary. This structure promotes transparency, effective decision-making, and a harmonious working relationship within the governance framework.

Safeguarding and Risk Management

Safeguarding and Risk Management are integral aspects of RISE's commitment to ensuring a safe and secure environment for everyone involved with our organisation. Our three core safeguarding policies—Safeguarding Children and Young People, Safeguarding Adults, and Digital Safeguarding—detail legal responsibilities and procedures for staff, freelancers, and volunteers, emphasising our dedication to young people's safety. These can be found on our website.

The Board of Trustees oversees policy compliance, emphasising legal requirements and best practices. Safer recruitment, annual safeguarding courses, and specific trustee training ensure a comprehensive approach. Recognition of abuse signs, reporting procedures, and mental health support by facilitators contribute to a safe space for disclosure.

Our detailed training matrix and electronic certificates ensure a record of ongoing education. Safeguarding knowledge assessments during interviews, Safer Recruitment training for directors, and policy dissemination to all stakeholders underscore our commitment. A youth-friendly version of our policies is underway.

Trustees regularly review risks, embedding policies into meeting agendas. Mitigation strategies for operational and business risks enhance organisational resilience. Stringent internal controls, including transaction and project authorization procedures, are periodically reviewed.

Financial oversight involves regular reviews by Trustees, with additional guidance sought from a Finance Consultant. This comprehensive approach underscores our commitment to safety, compliance, and organisational sustainability.

Trustee Induction and Training

Trustee Induction and Training at the RISE Collective reflects a commitment to ensuring trustees are well-prepared and informed. Upon the appointment of new trustees, existing members take a lead role in their induction. This involves an extensive information pack, in-depth discussions on roles and responsibilities, project visits, and comprehensive reviews. To foster a holistic understanding, new trustees spend dedicated time with key RISE members.

All trustees sign essential documents related to their roles on the charity's Board, emphasising elements like conflict of interest and confidentiality. Safeguarding training for trustees is a crucial component, reinforcing the organisation's dedication to a safe environment.

Regular training sessions benefit the entire Board of Trustees, fostering collective knowledge. Tailored opportunities for role-specific training further enhance the skills and expertise of individual trustees, ensuring a well-equipped and cohesive governing body.

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

The two objects of the RISE Collective, as set out in our governing document, are:

Social Inclusion

To promote social inclusion for the public benefit by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate into society. For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one of more of the following factors: unemployment; financial hardship; youth or old age; ill health (physical or mental); substance abuse or dependency including alcohol and drugs; discrimination on the grounds of sex, race, disability, ethnic origin, religion, belief, creed, sexual orientation or gender re-assignment; poor educational or skills attainment; relationship and family breakdown; poor housing (that is housing that does not meet basic habitable standards; crime (either as a victim of crime or as an offender rehabilitating into society).

Young People

To advance in life and help young people through:

- (a) The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life;
- (b) Providing support and activities, which develop their skills, capacities and capabilities to enable them to participate in society as mature and responsible individuals.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

KNOW YOUR POWER AMPLIFY YOUR VOICE OWN YOUR FUTURE RISE.

Marginalisation is a deliberate act by dominant groups to exclude those that challenge their dominance. Young people are often considered one of the greatest threats to the status quo and negative stereotypes are used to justify their exclusion through institutionalised structures that try to keep some young people silenced and submissive. This not only limits their potential and negatively impacts their well-being but it perpetuates inequality and hinders societal progress.

We believe that all young people are full of ambition, passion, intelligence, creativity, skills and knowledge including those that are excluded based on their ethnicity, gender, identity, sexuality, beliefs, ability or class.

RISE supports these marginalised young people to thrive personally, creatively and professionally, and we use our organisation as a platform to challenge and re-imagine structures that perpetuate inequality.

80% of our participants are 16 - 30, 60% are Global Majority, 65% are NEET, 35% are LGBTQI+, 35% have a disability or are neuro-divergent, 45% are from low incomes, 75% live in areas of deprivation.

Through

- live performance events
- podcasts
- showcasing marginalised artists
- creative skills development workshops
- networking
- mentoring, training, work experience, employment opportunities
- and art and social media as activism

...we are committed to mobilising young people toward three overarching goals: **self-empowerment, amplified voices, and social change.**

To achieve this we have worked as a collective to co-create an ecosystem of projects and opportunities fuelled by creativity. Young people can immerse themselves within the safety of RISE as part of a journey of self-discovery and skills-building and then use pathways and platforms out of RISE to apply their newfound skills, confidence, and voices in the outside world.

OUR PROJECTS WITHIN RISE PROMOTE

***Exploration*:** Safe spaces, projects and workshops that encourage creativity, self-discovery and idea exploration (AcKnowledge spoken word project & slam event, Activate creative workshops, mentoring).

***Skills & Growth*:** Skills-building, mentorship, artist development, podcast & event production and educational opportunities (Creative Youth Facilitator Training, AcKnowledge, Amplify Podcast & Live Event, freelancing, governance roles).

***Community Building*:** Building youth collectives through all projects, social media, and networking.

OUR PATHWAYS OUT OF RISE ENCOURAGE

***Amplification*:** Public platforms to amplify voices and drive change (Amplify Podcast & Live, social media).

***Influence*:** Using our approaches to influence wider society, including through youth consultants (Amplify, slam events, campaigning, youth voice training).

***Advocacy*:** Campaigning for young people's political and social influence.

***Opportunities*:** Leading to real-world employment, training, and education opportunities.

We run in-person projects in areas of deprivation in London, have a strong online offer that reaches young people nationally, and are beginning to replicate our projects in Bristol and Manchester, and our projects have been designed to be brought to life by groups of young people wherever they are.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

N/A

Section D Achievements and performance

Summary of the main achievements of the charity during the year

Everything we do works towards removing barriers for diverse young people and supporting young people into youth activism - it is our entire mission.

Within the last year we have run 30 productions (podcasts, social media, events, slams, talks, workshops) raising awareness on topics such as the environment, queerness, mental health, protesting (110 young people).

Involvement in youth-chosen campaigns (e.g. Kill the Bill, BLM, XR) (18 young people).

Activism networking (45 young people).

Access to 18 changemakers and leaders (67 young people).

Supported into external leadership positions (e.g. Boards/Fellowships) (5 young people).

We ran 92 skills development sessions, created 8 toolkits and provided equipment and software to 113 young people, enabling them to produce their own podcasts, events and social media content.

92 young people were involved in RISE's governance, strategy, operations and recruitment.

We ran 62 sessions supporting 85 young people to connect to their voice.

We showcased 84 young, socially conscious artists, and documented our work through photography and 19 short films.

Section E Financial review

Brief statement of the charity's policy on reserves

The charity will endeavour to have 3 months of running costs as reserves and will endeavour to have a more formal reserve policy for next year.

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

N/A

Section F Other optional information

N/A

Section G Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

S. Mui

Full name(s)

Saira O'Mallie

Position (eg Secretary, Chair,
etc)

Chair of Trustees

Date

20th Nov 2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name The RISE Collective	No (if any) 1168856
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Receipts and payments accounts

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For the period from	Period start date 01/04/2022	To	Period end date 31/03/2023
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Gifts and Donations	5,450	4,397	-	9,847	
Events		-	-	-	
Grants	1,000	13,300	-	14,300	54,029
Ticket Sales		-	-	-	6,674
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	6,450	17,697	-	24,147	60,704
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	6,450	17,697	-	24,147	60,704
A3 Payments					
Staffing	14,028	10,895	-	24,923	51,089
Small Equipment	-	-	-	-	-
Project Running Costs	-	10,542	-	10,542	15,759
Office and Admin Costs	842	46	-	888	1,808
Overheads	4,597	10	-	4,606	2,670
Governance		-	-	-	-
Marketing		-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	19,467	21,492	-	40,959	71,326
A4 Asset and investment purchases. (see table)					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	19,467	21,492	-	40,959	71,326
Net of receipts/(payments)	- 13,017	- 3,795	-	- 16,812	- 10,623
A5 Transfers between funds	- 3,795	3,795	-	-	-
A6 Cash funds last year end	23,275	-	-	23,275	33,898
Cash funds this year end	6,463	0	-	6,463	23,275

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Current Account	9,445	-	-
	Creditors	- 274	-	-
	Accrued expenses	- 500		
	Payroll liabilities	- 2,209		
			-	-
	Total cash funds	6,463	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK


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

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

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

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities	Payroll Liabilities		2,209	
	Accruals		500	
	Creditors		274	
			-	
			-	

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

Signature	Print Name	Date of approval
	Sarah O'Mallie	20/11/2023