



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	01	April	2023		31	March	2024



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			
2	Olubusayo Abidakun			
3	James Cantley			
4	Tia Spencer	Chair from 1st Jan 2024		
5	Noah Ball			
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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



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

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.

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 or 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, have successfully built projects in Bristol and hope to replicate our projects in Manchester. 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

Summary of the main achievements of the charity during the year

Over the past 12 months, RISE has supported 95 young people under 25, helping them develop as artists, creatives, facilitators, youth workers, journalists, activists, volunteers, trustees and youth associates. We focus our in-person work on marginalised and inter-sectional communities in London, Bristol, Brighton and Stockport and have reached over 3,500 more online.

Outcomes

SELF-EMPOWERMENT

- Improved emotional wellbeing for 95 young people.
- Increased ability to create independently reported by 55 young people.
- Strengthened social and communication skills for 82 young people.
- Improved skills in employment, training, and education for 60 young people, including proficiency in creative mediums (45), production (47), facilitation (14),
- design (28), leadership (22), live performance (35).

AMPLIFIED VOICES

- Enhanced performance skills observed in 35 young people.
- Improved positive visibility for 25 young people.
- Enhanced communication skills for 60 young people.
- Increased participation in performances and creative activities for

35 young people.

- Development of stronger portfolios for 45 young people.
- Improved connection to self/voice reported by 68 young people.

SOCIAL CHANGE

- Increased understanding of activism reported by 27 young people.
- Enhanced community cohesion observed in three events.
- Increased motivation for change reported by 34 young people.
- Development of stronger youth collectives involving 45 young people.

Brief statement of the charity's policy on reserves

The charity endeavours to have 3 months of running costs as reserves and 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

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

Signed on behalf of the charity's trustees

Signature(s)

T.S.

Full name(s)

Tia Spencer

Position (eg Secretary, Chair,
etc)

Chair of Trustees

Date

6th Dec 2024



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 1/4/2023	To	Period end date 31/3/2024
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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	3,452		-	3,452	9,847
Events		-	-	-	-
Grants	10,128	-	-	10,128	14,300
Ticket Sales	339	-	-	339	-
Workshops	750	-	-	750	-
Consultancy	3,450	-	-	3,450	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	18,119	-	-	18,119	24,147
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	18,119	-	-	18,119	24,147
A3 Payments					
Staffing	10,681	-	-	10,681	24,923
Small Equipment	14	-	-	14	-
Project Running Costs	2,316	-	-	2,316	10,542

Office and Admin Costs	935	-	-	935	888
Overheads	2,162	-	-	2,162	4,606
Governance		-	-	-	-
Marketing		-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	16,107	-	-	16,107	40,959

A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	

Total payments	16,107	-	-	16,107	40,959
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Net of receipts/(payments)	2,011	-	-	2,011	- 16,812
A5 Transfers between funds			-	-	-
A6 Cash funds last year end	6,463	-	-	6,463	23,275
Cash funds this year end	8,474	-	-	8,474	6,463

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	9,108	-	-
	Creditors	- 904	-	-
	Accrued expenses	-		
	Payroll liabilities	269		
			-	-
	Total cash funds	8,474	-	-

(agree balances with receipts and payments account (s))

OK

Unrestricted funds

to nearest £

OK

Restricted funds

to nearest £

OK

Endowment funds

to nearest £

Details

B2 Other monetary assets

	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

Details

B3 Investment assets

Fund to which asset belongs	Cost (optional)	Current value (optional)
	-	-
	-	-
	-	-
	-	-
	-	-

Details

B4 Assets retained for the charity's own use


Fund to which asset belongs	Cost (optional)	Current value (optional)
	-	-
	-	-
	-	-
	-	-
	-	-
	-	-
	-	-

		-	-
		-	-

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Payroll Liabilities		- 269	
Creditors		904	
		-	
		-	

B5 Liabilities

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

Signature	Print Name	Date of approval
	Tia Spencer	6/11/2024