



2021 ANNUAL REPORT

Registered Charity: 1168896

The Trustees are pleased to present their report and accounts for the period ending 31st December 2021.

Public Benefit

The Trustees have had due regard to the Charity Commission guidance on public benefit reporting. The remainder of this report illustrates the activities taken to support the public benefit requirement.

Reference and Administrative Information

Charity Name

ENYP

Charity Number

1168896

Charity Trustees

Mrs Jane Cubitt (Chair until October 2021)

Mr David Lechmere (Chair from October 2021)

Mrs Hannah Worsley

Ms Bridget Collyer

Director

Mr Daniel Doran-Smith

Registered Office and Principal Address

ENYP Office

PO Box 3609

Norwich

NR7 7XF

Bankers

Lloyds Bank

98 Harvey Lane

Heartsease

Norwich

NR7 OAQ

Independent Examiner

Mr Keith Slack



Structure and Organisation

Organisation

The Constitution of the East Norwich Youth Project was amended on the 15th October 2014, changing the name of the Charity to ENYP and updating several administrative clauses, and again in 21st October 2021 updating details of the Charity's membership.

The Charity is managed by the Trustees and the Director who meet regularly to consider the progress of the Charity, its future direction, involvement and activities. The day-to-day operation of the Charity is delegated to the Director who is supported by other members of staff and volunteers.

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A minimum of 3 Trustees and a maximum of 7 are appointed and Trustees appoint from their own number, the Chairperson, Secretary and Treasurer.

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All Trustees, workers and volunteers are inducted into the policies and procedures of the Charity undertaking training to ensure they are well equipped to fulfil their duties.

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ENYP seeks to encourage links with and between member churches and other community groups to maximise the opportunities for young people in the area. It works with churches in whatever capacity is required and agreed and uses the facilities of member churches. The Charity also works with schools and other community groups in the venues arranged or provided. ENYP is very grateful for the support and co-operation it receives in this respect.

Risk Management

The Trustees have conducted their own review of the major risks to which the Charity is exposed and systems have been established to mitigate those risks. Significant external risks to funding have been subject to regular review to identify funding resources in advance of requirements and where sources are due to cease, to obtain new sources of finance to continue the work of the Charity. Internal risks are minimised by the implementation of procedures for the authorisation of all transactions and projects and to ensure consistent quality of delivery for all operational aspects of the Charity. These procedures are periodically reviewed.

Legal Structure

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Objectives and Activities

Charitable Objects

To promote the social, mental, spiritual, moral and physical development of young people in the area of benefit regardless of their ethnic grouping, political persuasion, sexual orientation, or religious beliefs and to encourage them to reach their full potential and grow in maturity as well-rounded individuals and responsible members of society.

Achievements and progress

Review of the Period

The Trustees continue to give oversight to the management of the project. They meet regularly to consider the financial and legal matters pertaining to the project, as well as ensuring that all policies and matters required under the Charity Commissioners' Legislation are adhered to. In addition to this, the Trustees maintain a keen interest in the various aspects of the project's work 'on the ground', receiving detailed reports from the Director at each Trustee Meeting and in line management meetings.

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Mrs Jane Cubitt.

The Trustee Appointments made at the Trustees' Meeting on 21st October 2021 were:

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Child Protection : Mrs. Jane Cubitt

Line Manager for Director: Mr. David Lechmere

The Trustees met for 4 meetings during the year and at the AGM.

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The Trustees receive a financial report from the Treasurer at each Trustee's Meeting. Miss Lucie Fox prepares reports on finance and fundraising matters.

The Trustees are very grateful to all the funding bodies, churches and individuals who have supported the work of ENYP in 2021.

During the year, the salaries of the Director and staff team have been reviewed as part of performance management in line with national scales and the living wage.

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Lloyds instant access deposit	79,563	68,063
Total assets	82,943	71,650
Represented by:		
Restricted funds	33,298	31,191
Unrestricted funds	49,646	40,459
Total Reserves	82,943	71,650
Asset (Minibus)	2,450	4,900

ENYP INCOME AND EXPENDITURE ACCOUNT FOR YEAR ENDING 31ST DECEMBER 2021

Income	2021	2020
Grants	115,766	143,659
Gifts from Churches	2,206	3,330
Gifts from individuals	7,080	6,940
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Subscriptions from activities	1,240	593
Cash donations and misc income	262	2,723
Fundraising		2,076
Interest income	7	19
Total Income	128,129	167,126
Expenditure		
Salaries, tax and NI	70,335	105,153
Pension contributions	4,399	5,877
Office supplies/equipment	9,889	4,071
Insurance	1,843	2,178
Stationery and printing	393	309
Mobile phone	1,183	1,120
Resources	2,030	1,958
Refreshments	650	594
Travel & vehicle	1,215	1,065
DBS checks and safeguarding	97	179
Licences, subscriptions	215	217
Russell Street	233	
Miscellaneous	4,622	3,527
Expenses attributed to activities	19,669	18,633
Recruitment	65	0
Total Expenditure	116,836	144,881
Net surplus (deficit) for the year	11,293	22,245

Reporting and Policies

As a registered Charity, ENYP must submit reports and accounts to the Charity commissioners, and ensure various statutory policies are in place. Major grant bodies also require such reports.

The Trustees work to ensure that the following required policies are formalised and put in place: Safeguarding Children, Health and Safety, Equal Opportunities, Transportation, Disclosure, Recruitment, Complaints Procedure, Data Protection, Finance, Disciplinary and Grievance.

The Trustees are committed to the implementation and application of these policies and ensure that they are reviewed on an annual basis. Copies of these policies are kept for referral in the ENYP Director's office.

Project Management

The Director, Danny Doran-Smith, attends the Trustee Meetings, and submits either a written or verbal report on each occasion, giving details of the current activity and submitting proposals for new initiatives. In particular he reports any specific matters of note and raises any concerns. He is line-managed by a Trustee who is in a position to oversee the diverse aspects of the project. The Trustees remain committed to supporting the Director and taking action as required to ensure the effective and safe operation of the project.

A detailed report on the work of the Project will be given in the Director's Report.

Summary

The Trustees are committed to the Christian ethos of the project and its charitable objects. They do this through holding the project before God in prayer, by continuing to oversee the legal and financial obligations and by implementing and supporting thorough and comprehensive management.



DIRECTOR'S REPORT

Since the start of the COVID-19 outbreak, ENYP had hundreds of additional requests for emergency food support. As a response, we had to regularly adapt and shift our entire operation to offer food via our delivery service. Due to the incredible changes in our operations, we continued to ensure maximum safety and efficiency in terms of personnel, time, energy and finance to carry on running our extended operations.

An increase of over 460% in our deliveries since prior to pandemic gave us a unique opportunity to help meet the needs of thousands of households during the crisis and engage with the most vulnerable and isolated in society.

The expansion of this project saw the distribution of almost a million meals a year and provided much needed wholesome food and nutrition supporting those in food poverty.

As a charity, we continued to experience a significant impact to our face to face delivery, activities and initiatives due to ongoing restrictions, however, we were able to continue to engage thousands of children and individuals through our virtual activities and resource packs, whilst producing weekly meal planners and recipe ideas, alongside weekly text services and regular updates to families.

For me, the key to any good organisation is the ability to shape itself in relation to the culture in which it is located or to which it is called, while being equally committed to remaining faithful to the vision which it has received. What the pandemic has taught us, is with the right structures and systems in place, we are capable of quick, swift changes.

Food poverty is unfortunately rising, and throughout the Covid-19 outbreak we have seen a further impact on households, particularly within our community, where many families have struggled to meet the basic needs of food provision. Statistics indicate an average of 35% of children suffer from food poverty in Norwich, shockingly we are seeing claimant rates have increased from 3.3 to 5.1 since the start of the pandemic (England rate is 4.9). Over 20% of Norwich postcodes are in decile 1 of the indices of multiple deprivation, and over 24% of children live in relative low income families (18% in England).

While we all recognise that provision of the food is needed in a crisis to overcome an immediate need, this is not a long term solution, and so we are working hard to develop new projects which will include: urban gardens, social supermarkets and free school meals, which we believe will help to build sustainability and a long-term strategy of addressing some of the underlying causes of food poverty.


Over the last few years larger city centres have seen a rise in the presence of child exploitation. This is not a new phenomenon. However, a newer threat which is taking on a worrying pace is the gangs starting to also take their drug dealing into smaller cities, towns and often more rural places (such as Norwich and Norfolk). Throughout the pandemic, our partnership with WYB (known as 'Fusion') has provided an easily accessible engagement point for young people and provides constructive opportunities to encourage them to build trust with the team; who all understand one must 'earn the right' to be able to speak into the life of a child or young person.

The majority of these children and young people lack a safe and stable home environment, and have at some point suffered from either domestic violence, parental substance misuse, mental health or criminality. These children and young people often display social difficulties, have some kind of economic vulnerability, and/or insecure accommodation status. This makes them targets for those individuals, who through drug and gang initiations, can offer them safety and finances. Unfortunately advantage is taken through intimidation, coercive control, or manipulative behaviour.

In conclusion, I'm convinced that the vision and mission of ENYP is even more important the ever. We must continue to promote the mental, spiritual, social, moral and physical development of children and young people, whilst supporting families as well as isolated and vulnerable adults, who are being held back by poverty, exploitation, addiction, ill health, and crime.

As the Director of ENYP, I would like to show my appreciation to our board of Trustees, church partners and funders. Without their continued investment and support our organisation would not have been able to continue to fulfil all that we have achieved through this difficult season. I would also like to give a big thank you to all the staff and volunteers who have worked tirelessly on the frontline; your personal commitment to making a difference in these unprecedented and challenging times has been outstanding.

Danny Doran-Smith
Director of ENYP



Our Constitution

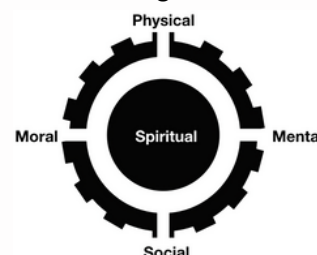
ENYP exists to promote the mental, spiritual, social, moral and physical development of young people within Norfolk and the surrounding areas (the area of benefit) regardless of their ethnic grouping, political persuasion, sexual orientation, or religious beliefs so as to develop their full capabilities in order that they may grow to maturity as well-rounded individuals and enable them to become responsible members of society.

Vision

To work in partnership with children and young people to help them reach their full potential, through a diverse range of programmed activities, which respect their views and opinions, encourage their roles in participation, help them learn new skills, and make positive changes within their lives, and communities.

Our Core Values & Principles

These underpin every aspect of ENYP and the activities we deliver.



Education Informal Education through fostering and creating environments for learning	Integrity We strive to be authentic and consistent in everything we do
Empowerment Enabling young people to reach their full potential as active citizens	Character We strive for consistency and excellence in all our conduct
Equality Responsibility to work for relationships characterized by fairness	Non-judgement Unconditional acceptance of all people as unique individuals
Engagement Creating access points for young people to engage in activities.	Relationship We seek to foster trust and earn the right to be involved in young people's lives
Holistic Promoting the physical, spiritual, moral, social and mental development of young people	Partnership We work in partnership with young people in all we do
Well-being Valuing the welfare of all and furthering self-awareness and self-confidence	Professional A safeguarded, personal, confidential service with boundaries
Democracy We seek within our practice to offer young people opportunities to exercise their democratic rights	Accountability We will honour our responsibility to be answerable to stakeholders and young people in everything we do
Respect Recognising the dignity and uniqueness of every human being	Development Providing opportunities for young people to acquire social, emotional skills and abilities
Truth Transparency and honesty in all our dealings across the organisation	Learning We are committed to a programme of on-going training and development
Listening Ensuring every young person's voice is heard, and valued.	Conduct We uphold high standards of professional behaviour and will strive to be good role models

Participants

ENYP currently works in partnership with over 2,500 children and young people through a wide range of clubs, projects and activities. We also have face to face contact with several thousand children and young people through our detached work and schools programmes and community projects.

Foundations of delivery

In addition to the values above there are 5 foundations which underpin ENYP projects:

Focused on communities/neighbourhoods - ENYP is rooted in local communities, and therefore recognises the distinctive differences between areas of a city/location. Sometimes this will mean in communities widely recognised as suffering from multiple deprivations, such as: high crime, poor health, low educational achievement, broken families and few opportunities for young people, and other times it will mean delivering in the more affluent areas of a city/location.

Wherever ENYP is located we choose to celebrate the culture, lifestyle and make-up of the local area.

- Living in the heart of communities - Devoted individuals (or a family) live an incarnational lifestyle of integrating with the community.
- Reaching children and young people - Outreach programmes for children and young people is the main focus for ENYP delivery. However, we recognise that part of transformation is working with the wider community and families, and therefore we provide entry points for the whole community to participate.
- Built on Relationships - Opportunities to connect and build relationships to share, encourage, and offer support to work through any issues/challenges.
- Rooted with partner churches or organisations.
- Working with partner churches or organisations from a grassroots approach.

Purpose

We believe we do this by the following ways:

LOVE

- through acceptance (being inclusive)
- through consistency (having the same boundaries in every group)
- through respect (two way: giving it and expecting it)

GUIDANCE

- by challenging (when behaviour is unacceptable)
- by teaching (informally educating through word and deed)
- by leading (offering sound role models and authority)

OPPORTUNITY TO GROW

- offering the chance to gain new skills (through workshops and training)
- offering the chance to discuss life, beliefs and faith (both in groups and one-to-one)
- offering the chance to mature (through volunteering opportunities)

SUPPORT

- we can see children and young people one-to-one (through mentoring sessions)
- support for families (through external agencies)

Communities

The work of ENYP takes place predominantly in the most deprived communities, evidenced by national and local statistics for multiple deprivation. The characteristics of these deprived and disadvantaged areas can be similar and we have developed a range of experiences of working in these areas; however we also appreciate that community life is different and developed through building community relationships in each of the areas.

Snapshot of area of benefit and some of the key issues in Greater Norwich					
	Heartsease & Thorpe Hamlet	Catton/ North city	Lakenham & Tuckswood	Earlham	Heigham Grove
% most nationally deprived area according to IMD 2019	7%	6%	9%	5%	3%
% Children living in low income families	18%	18%	24%	26%	22%
% Households in fuel poverty	10%	16%	11%	17%	9%

Delivery in 2021

The Covid-19 outbreak continued to impact our delivery during the early part of 2021, however as we moved through the national government 'steps out of lockdown' we were able to have more of a presence again in communities and through programmes activities. One of our main focuses continued to be the delivery of the Picnic project, production of activities packs and resources for children and young people and delivering outside engagement activities through our 'Fusion' project. All of these provided engagement opportunities to connect with families and local communities and meet their needs.

The following activities were delivered during the year:

Picnic project

The need for food provision and support from the Picnic project continued to increase throughout 2021 with new weekly referrals and where families were continuing to experience the impact of Covid-19 and food poverty. Under national guidelines we were still able to deliver food parcels and during 2021 8257 parcels were delivered, over 500 food and gift hampers were distributed at Christmas and these equated to the provision of over 950,000 meals in the year.

Many families commented to us that the food was a lifeline and without it they would have gone without meals, which would have had a detrimental effect on their health and wellbeing.

They also shared that when finances are tight the food choices they make are not necessarily healthy, because they can't afford the fresh options, so having food parcels which contained fresh foods helped to ensure their diet and the food they provided for their children was more balanced.

We've received so much positive feedback about how much the food parcels have made a difference. Below are a few case studies/feedback to help share our impact (names have been changed for anonymity):

Jim contacted us for help with food provision for his family as he was financially struggling to provide for them after a change in circumstances. He'd also seen increasing costs to his household bills and was having to make difficult decisions each week as to what he should buy. Jim went on the picnic project to receive help with food to feed his family - he said that every time he receives a parcel its like Christmas for his family and that the food means he can choose to put his gas heating on.

"Its been a real struggle and the food has been a life saver - thank you."

"I don't know what I'd do without the food, it means I can use my gas this week".

We've been working with Anna for a number of years providing support to her family. Her children first attended our clubs and activities and we became more aware of her family needs, how they were struggling and the challenges for one of her children who was unwell. We have continued to support Anna's family throughout the pandemic engaging with them when we drop food deliveries and the children have really enjoyed the activity packs. Anna referred one of her friends to us who was also in a position of really struggling financially and whose mental health had suffered. When Jenny first received a parcel from us she sent us this message: *"I have just received my delivery from you and would like to say again THANK YOU I am amazed at the quality and variety of products. I commend you for what you do and you are worth your weight in gold! It actually reduced me to tears as I have never had such generosity before."*

Through our work in the picnic project we can see that multiple aspects of poverty (food, fuel, child, low-income) are all inter-related and that a holistic approach longer term is important and as a result throughout 2021 we've also been developing new initiatives to help create more community based incarnate support to help address some of the underlying issues of food poverty. In 2022 some of these initiatives, including the opening of social supermarkets, started.

Activity and resource packs

We modified our delivery to using online resources and activity packs when our clubs were closed during national lockdowns and our delivery of these resources were based on the same framework we would use in planning our clubs. Activities would be aimed at being 'holistic' so that they would tackle a range of developmental needs from mental, physical, moral etc - helping young people to build different skills as well as offering informal education/learning opportunities. We translated these into our activity packs so that they'd provide a range of different resources to help with the areas of skill development, and would include cookery, art and craft projects, team exercises, games and puzzles.

Community support

During the Autumn term, once restrictions had fully lifted we also started delivering 'Feast Hubs' providing opportunities for families to come together to share wholesome home cooked food and develop social connections. We delivered these fortnightly during October to December and they were well received. For many the struggle to eat well amidst challenges of rising financial costs and pressure continued to be evident.


Fusion

Using the facilities of a double decker youth bus we delivered a programme through the school summer holidays, which continued in the autumn term working with the local Council to focus on healthy living and providing engagement with young people in their community areas. The Youth Bus is kitted out with a range of youth work resources (including games consoles and art and craft projects) and we created an outside 'smoothie bar' offering fresh fruit smoothies, fruit salads, healthy cereal bars with the aim of encouraging children and young people to try something new, eat healthily and enjoy the social opportunities throughout the sessions.

Children, young people and families expressed how much they had missed social engagement during Covid-19 and that they were particularly keen to see their children integrate and engage in some positive activities.

During our conversations with families during Covid-19 lockdowns parents had shared how the impact of lockdowns had caused their children to lose confidence and withdraw. They'd become accustomed to staying at home behind a computer/games console, and had lost interest in engaging in social opportunities. Some had also said that even when lockdowns lifted many suffered from anxieties in socialising with others. Providing social engagement in an outside setting, and using the double decker bus, gave young people a stepping stone into feeling more confident. We've seen their confidence grow as they've attended more provision and benefited from social interaction with their peers and youth workers.

We also used these sessions as the opportunity for further engagement with the community, understanding again the needs of the area, how families had felt following the Covid period, what kind of support they were in need of in the future, and what activities and opportunities their children would benefit from. Young people loved attending the project, going on the Bus, enjoying all the activities that were offered, and many returned week on week telling their friends and peers.



"I'm getting another smoothie, these are great!",

"These are the best days ever because of the Bus!"

"I get really excited about coming, its been the best time of my summer, and I've missed being with my friends".

Fundraising practice and considerations

ENYP continues to fundraise in line with the Charity Commission's guidance and the codes of fundraising practice – these are there to support charities and voluntary organisations fundraising efforts. Both provide guidelines and considerations for undertaking the different aspects of fundraising to ensure laws are adhered to, fundraising is professional and that standards are consistent. To this end, fundraising will be transparent and open, designed to generate funds and income to support service delivery of the above areas of work for ENYP.

ENYP continues to use a range of fundraising techniques to ensure that income for the Charity comes from a variety of sources (reducing the over reliance on a particular source) and supporting the Charity to be able to plan for sustainability. Fundraising techniques we continue to use include; individuals, statutory sources, fundraising events/activities, earned/commissioned income, grant making trusts and the local community.

Finance

The end of year finances for 2021 indicates a surplus for the financial year of £11,293

Income for 2021 = £128,129

Restricted funds (grants, service contracts) = £116,156

Unrestricted funds (church giving, individuals, donations, general appeals) = £11,973

Expenditure for 2021 = £116,836

Salaries and on costs = £74,734

Grant funding

We are extremely grateful to funders who have supported us with grants this year including:

- Norfolk Community Foundation
- Garfield Weston Foundation
- National Lottery Community Fund
- Norwich Charitable Trusts
- Charitable trusts and foundations both local and national

Review from the Chair

The first thing I want to do is to pay tribute to my predecessor as Chair. Jane Cubitt has been a tireless supporter of ENYP throughout its life and during her years as Chair the charity has grown and extended its activities under her wise and enthusiastic leadership. I am delighted that she is remaining on the Board of Trustees.

2021 proved to be another very challenging year. The pandemic once again restricted the potential for face to face delivery of activities, but fortunately our very adaptable team of staff and volunteers were able to engage thousands through virtual activities and resource packs.

The need of many thousands of households for support with living costs also increased this year and the increase of deliveries of food and the distribution of nearly one million meals is a sad comment on the state of the nation as well as an outstanding performance by the ENYP team.

However the team has not remained focused on just carrying on the same activities and a number of new initiatives have been planned and started. These include social supermarkets, and urban gardens which should offer longer term structural solutions. At the same time work has continued on looking after the welfare of young people, by finding means to tackle the cultures of violence and drugs which can so easily ensnare them.

Fortunately in our Director, Danny Doran-Smith we have someone of tireless energy and endless bright ideas who faces new challenges with relish. We owe him a deep debt of gratitude for his leadership during this last year. We also have a very capable and multi-skilled team who work with him, and I want to express my thanks to all of them for their very hard work, undertaken in very difficult conditions. Thanks also to all our volunteers, without whom the charity would not be able to operate. Thank you to my fellow Trustees for their wise advice and guidance.

We are very grateful to the individuals, churches and charitable bodies which have supported ENYP with funding, food supplies and materials over the past year. Without such support we could not possibly operate.

Finally we are extremely grateful to God for His inspiration of the project, His continuing guidance, and the way He provides for all our needs. We pray for His continued blessing and guidance as we seek to serve the young people and families He has placed in our care.

David Lechmere
Chair of Trustees



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Miscellaneous	4,622	3,527
Expenses attributed to activities	19,669	18,633
Recruitment	65	0
Total Expenditure	116,836	144,881
Net surplus (deficit) for the year	11,293	22,245

Reporting and Policies

As a registered Charity, ENYP must submit reports and accounts to the Charity commissioners, and ensure various statutory policies are in place. Major grant bodies also require such reports.

The Trustees work to ensure that the following required policies are formalised and put in place: Safeguarding Children, Health and Safety, Equal Opportunities, Transportation, Disclosure, Recruitment, Complaints Procedure, Data Protection, Finance, Disciplinary and Grievance.

The Trustees are committed to the implementation and application of these policies and ensure that they are reviewed on an annual basis. Copies of these policies are kept for referral in the ENYP Director's office.

Project Management

The Director, Danny Doran-Smith, attends the Trustee Meetings, and submits either a written or verbal report on each occasion, giving details of the current activity and submitting proposals for new initiatives. In particular he reports any specific matters of note and raises any concerns. He is line-managed by a Trustee who is in a position to oversee the diverse aspects of the project. The Trustees remain committed to supporting the Director and taking action as required to ensure the effective and safe operation of the project.

A detailed report on the work of the Project will be given in the Director's Report.

Summary

The Trustees are committed to the Christian ethos of the project and its charitable objects. They do this through holding the project before God in prayer, by continuing to oversee the legal and financial obligations and by implementing and supporting thorough and comprehensive management.



DIRECTOR'S REPORT

Since the start of the COVID-19 outbreak, ENYP had hundreds of additional requests for emergency food support. As a response, we had to regularly adapt and shift our entire operation to offer food via our delivery service. Due to the incredible changes in our operations, we continued to ensure maximum safety and efficiency in terms of personnel, time, energy and finance to carry on running our extended operations.

An increase of over 460% in our deliveries since prior to pandemic gave us a unique opportunity to help meet the needs of thousands of households during the crisis and engage with the most vulnerable and isolated in society.

The expansion of this project saw the distribution of almost a million meals a year and provided much needed wholesome food and nutrition supporting those in food poverty.

As a charity, we continued to experience a significant impact to our face to face delivery, activities and initiatives due to ongoing restrictions, however, we were able to continue to engage thousands of children and individuals through our virtual activities and resource packs, whilst producing weekly meal planners and recipe ideas, alongside weekly text services and regular updates to families.

For me, the key to any good organisation is the ability to shape itself in relation to the culture in which it is located or to which it is called, while being equally committed to remaining faithful to the vision which it has received. What the pandemic has taught us, is with the right structures and systems in place, we are capable of quick, swift changes.

Food poverty is unfortunately rising, and throughout the Covid-19 outbreak we have seen a further impact on households, particularly within our community, where many families have struggled to meet the basic needs of food provision. Statistics indicate an average of 35% of children suffer from food poverty in Norwich, shockingly we are seeing claimant rates have increased from 3.3 to 5.1 since the start of the pandemic (England rate is 4.9). Over 20% of Norwich postcodes are in decile 1 of the indices of multiple deprivation, and over 24% of children live in relative low income families (18% in England).

While we all recognise that provision of the food is needed in a crisis to overcome an immediate need, this is not a long term solution, and so we are working hard to develop new projects which will include: urban gardens, social supermarkets and free school meals, which we believe will help to build sustainability and a long-term strategy of addressing some of the underlying causes of food poverty.


Over the last few years larger city centres have seen a rise in the presence of child exploitation. This is not a new phenomenon. However, a newer threat which is taking on a worrying pace is the gangs starting to also take their drug dealing into smaller cities, towns and often more rural places (such as Norwich and Norfolk). Throughout the pandemic, our partnership with WYB (known as 'Fusion') has provided an easily accessible engagement point for young people and provides constructive opportunities to encourage them to build trust with the team; who all understand one must 'earn the right' to be able to speak into the life of a child or young person.

The majority of these children and young people lack a safe and stable home environment, and have at some point suffered from either domestic violence, parental substance misuse, mental health or criminality. These children and young people often display social difficulties, have some kind of economic vulnerability, and/or insecure accommodation status. This makes them targets for those individuals, who through drug and gang initiations, can offer them safety and finances. Unfortunately advantage is taken through intimidation, coercive control, or manipulative behaviour.

In conclusion, I'm convinced that the vision and mission of ENYP is even more important the ever. We must continue to promote the mental, spiritual, social, moral and physical development of children and young people, whilst supporting families as well as isolated and vulnerable adults, who are being held back by poverty, exploitation, addiction, ill health, and crime.

As the Director of ENYP, I would like to show my appreciation to our board of Trustees, church partners and funders. Without their continued investment and support our organisation would not have been able to continue to fulfil all that we have achieved through this difficult season. I would also like to give a big thank you to all the staff and volunteers who have worked tirelessly on the frontline; your personal commitment to making a difference in these unprecedented and challenging times has been outstanding.

Danny Doran-Smith
Director of ENYP



Our Constitution

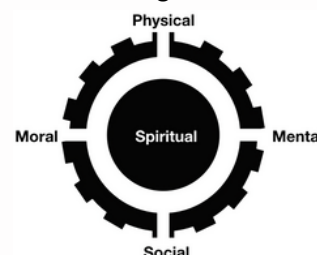
ENYP exists to promote the mental, spiritual, social, moral and physical development of young people within Norfolk and the surrounding areas (the area of benefit) regardless of their ethnic grouping, political persuasion, sexual orientation, or religious beliefs so as to develop their full capabilities in order that they may grow to maturity as well-rounded individuals and enable them to become responsible members of society.

Vision

To work in partnership with children and young people to help them reach their full potential, through a diverse range of programmed activities, which respect their views and opinions, encourage their roles in participation, help them learn new skills, and make positive changes within their lives, and communities.

Our Core Values & Principles

These underpin every aspect of ENYP and the activities we deliver.



Education Informal Education through fostering and creating environments for learning	Integrity We strive to be authentic and consistent in everything we do
Empowerment Enabling young people to reach their full potential as active citizens	Character We strive for consistency and excellence in all our conduct
Equality Responsibility to work for relationships characterized by fairness	Non-judgement Unconditional acceptance of all people as unique individuals
Engagement Creating access points for young people to engage in activities.	Relationship We seek to foster trust and earn the right to be involved in young people's lives
Holistic Promoting the physical, spiritual, moral, social and mental development of young people	Partnership We work in partnership with young people in all we do
Well-being Valuing the welfare of all and furthering self-awareness and self-confidence	Professional A safeguarded, personal, confidential service with boundaries
Democracy We seek within our practice to offer young people opportunities to exercise their democratic rights	Accountability We will honour our responsibility to be answerable to stakeholders and young people in everything we do
Respect Recognising the dignity and uniqueness of every human being	Development Providing opportunities for young people to acquire social, emotional skills and abilities
Truth Transparency and honesty in all our dealings across the organisation	Learning We are committed to a programme of on-going training and development
Listening Ensuring every young person's voice is heard, and valued.	Conduct We uphold high standards of professional behaviour and will strive to be good role models

Participants

ENYP currently works in partnership with over 2,500 children and young people through a wide range of clubs, projects and activities. We also have face to face contact with several thousand children and young people through our detached work and schools programmes and community projects.

Foundations of delivery

In addition to the values above there are 5 foundations which underpin ENYP projects:

Focused on communities/neighbourhoods - ENYP is rooted in local communities, and therefore recognises the distinctive differences between areas of a city/location. Sometimes this will mean in communities widely recognised as suffering from multiple deprivations, such as: high crime, poor health, low educational achievement, broken families and few opportunities for young people, and other times it will mean delivering in the more affluent areas of a city/location.

Wherever ENYP is located we choose to celebrate the culture, lifestyle and make-up of the local area.

- Living in the heart of communities - Devoted individuals (or a family) live an incarnational lifestyle of integrating with the community.
- Reaching children and young people - Outreach programmes for children and young people is the main focus for ENYP delivery. However, we recognise that part of transformation is working with the wider community and families, and therefore we provide entry points for the whole community to participate.
- Built on Relationships - Opportunities to connect and build relationships to share, encourage, and offer support to work through any issues/challenges.
- Rooted with partner churches or organisations.
- Working with partner churches or organisations from a grassroots approach.

Purpose

We believe we do this by the following ways:

LOVE

- through acceptance (being inclusive)
- through consistency (having the same boundaries in every group)
- through respect (two way: giving it and expecting it)

GUIDANCE

- by challenging (when behaviour is unacceptable)
- by teaching (informally educating through word and deed)
- by leading (offering sound role models and authority)

OPPORTUNITY TO GROW

- offering the chance to gain new skills (through workshops and training)
- offering the chance to discuss life, beliefs and faith (both in groups and one-to-one)
- offering the chance to mature (through volunteering opportunities)

SUPPORT

- we can see children and young people one-to-one (through mentoring sessions)
- support for families (through external agencies)

Communities

The work of ENYP takes place predominantly in the most deprived communities, evidenced by national and local statistics for multiple deprivation. The characteristics of these deprived and disadvantaged areas can be similar and we have developed a range of experiences of working in these areas; however we also appreciate that community life is different and developed through building community relationships in each of the areas.

Snapshot of area of benefit and some of the key issues in Greater Norwich					
	Heartsease & Thorpe Hamlet	Catton/ North city	Lakenham & Tuckswood	Earlham	Heigham Grove
% most nationally deprived area according to IMD 2019	7%	6%	9%	5%	3%
% Children living in low income families	18%	18%	24%	26%	22%
% Households in fuel poverty	10%	16%	11%	17%	9%

Delivery in 2021

The Covid-19 outbreak continued to impact our delivery during the early part of 2021, however as we moved through the national government 'steps out of lockdown' we were able to have more of a presence again in communities and through programmes activities. One of our main focuses continued to be the delivery of the Picnic project, production of activities packs and resources for children and young people and delivering outside engagement activities through our 'Fusion' project. All of these provided engagement opportunities to connect with families and local communities and meet their needs.

The following activities were delivered during the year:

Picnic project

The need for food provision and support from the Picnic project continued to increase throughout 2021 with new weekly referrals and where families were continuing to experience the impact of Covid-19 and food poverty. Under national guidelines we were still able to deliver food parcels and during 2021 8257 parcels were delivered, over 500 food and gift hampers were distributed at Christmas and these equated to the provision of over 950,000 meals in the year.

Many families commented to us that the food was a lifeline and without it they would have gone without meals, which would have had a detrimental effect on their health and wellbeing.

They also shared that when finances are tight the food choices they make are not necessarily healthy, because they can't afford the fresh options, so having food parcels which contained fresh foods helped to ensure their diet and the food they provided for their children was more balanced.

We've received so much positive feedback about how much the food parcels have made a difference. Below are a few case studies/feedback to help share our impact (names have been changed for anonymity):

Jim contacted us for help with food provision for his family as he was financially struggling to provide for them after a change in circumstances. He'd also seen increasing costs to his household bills and was having to make difficult decisions each week as to what he should buy. Jim went on the picnic project to receive help with food to feed his family - he said that every time he receives a parcel its like Christmas for his family and that the food means he can choose to put his gas heating on.

"Its been a real struggle and the food has been a life saver - thank you."

"I don't know what I'd do without the food, it means I can use my gas this week".

We've been working with Anna for a number of years providing support to her family. Her children first attended our clubs and activities and we became more aware of her family needs, how they were struggling and the challenges for one of her children who was unwell. We have continued to support Anna's family throughout the pandemic engaging with them when we drop food deliveries and the children have really enjoyed the activity packs. Anna referred one of her friends to us who was also in a position of really struggling financially and whose mental health had suffered. When Jenny first received a parcel from us she sent us this message: *"I have just received my delivery from you and would like to say again THANK YOU I am amazed at the quality and variety of products. I commend you for what you do and you are worth your weight in gold! It actually reduced me to tears as I have never had such generosity before."*

Through our work in the picnic project we can see that multiple aspects of poverty (food, fuel, child, low-income) are all inter-related and that a holistic approach longer term is important and as a result throughout 2021 we've also been developing new initiatives to help create more community based incarnate support to help address some of the underlying issues of food poverty. In 2022 some of these initiatives, including the opening of social supermarkets, started.

Activity and resource packs

We modified our delivery to using online resources and activity packs when our clubs were closed during national lockdowns and our delivery of these resources were based on the same framework we would use in planning our clubs. Activities would be aimed at being 'holistic' so that they would tackle a range of developmental needs from mental, physical, moral etc - helping young people to build different skills as well as offering informal education/learning opportunities. We translated these into our activity packs so that they'd provide a range of different resources to help with the areas of skill development, and would include cookery, art and craft projects, team exercises, games and puzzles.

Community support

During the Autumn term, once restrictions had fully lifted we also started delivering 'Feast Hubs' providing opportunities for families to come together to share wholesome home cooked food and develop social connections. We delivered these fortnightly during October to December and they were well received. For many the struggle to eat well amidst challenges of rising financial costs and pressure continued to be evident.


Fusion

Using the facilities of a double decker youth bus we delivered a programme through the school summer holidays, which continued in the autumn term working with the local Council to focus on healthy living and providing engagement with young people in their community areas. The Youth Bus is kitted out with a range of youth work resources (including games consoles and art and craft projects) and we created an outside 'smoothie bar' offering fresh fruit smoothies, fruit salads, healthy cereal bars with the aim of encouraging children and young people to try something new, eat healthily and enjoy the social opportunities throughout the sessions.

Children, young people and families expressed how much they had missed social engagement during Covid-19 and that they were particularly keen to see their children integrate and engage in some positive activities.

During our conversations with families during Covid-19 lockdowns parents had shared how the impact of lockdowns had caused their children to lose confidence and withdraw. They'd become accustomed to staying at home behind a computer/games console, and had lost interest in engaging in social opportunities. Some had also said that even when lockdowns lifted many suffered from anxieties in socialising with others. Providing social engagement in an outside setting, and using the double decker bus, gave young people a stepping stone into feeling more confident. We've seen their confidence grow as they've attended more provision and benefited from social interaction with their peers and youth workers.

We also used these sessions as the opportunity for further engagement with the community, understanding again the needs of the area, how families had felt following the Covid period, what kind of support they were in need of in the future, and what activities and opportunities their children would benefit from. Young people loved attending the project, going on the Bus, enjoying all the activities that were offered, and many returned week on week telling their friends and peers.



"I'm getting another smoothie, these are great!",

"These are the best days ever because of the Bus!"

"I get really excited about coming, its been the best time of my summer, and I've missed being with my friends".

Fundraising practice and considerations

ENYP continues to fundraise in line with the Charity Commission's guidance and the codes of fundraising practice – these are there to support charities and voluntary organisations fundraising efforts. Both provide guidelines and considerations for undertaking the different aspects of fundraising to ensure laws are adhered to, fundraising is professional and that standards are consistent. To this end, fundraising will be transparent and open, designed to generate funds and income to support service delivery of the above areas of work for ENYP.

ENYP continues to use a range of fundraising techniques to ensure that income for the Charity comes from a variety of sources (reducing the over reliance on a particular source) and supporting the Charity to be able to plan for sustainability. Fundraising techniques we continue to use include; individuals, statutory sources, fundraising events/activities, earned/commissioned income, grant making trusts and the local community.

Finance

The end of year finances for 2021 indicates a surplus for the financial year of £11,293

Income for 2021 = £128,129

Restricted funds (grants, service contracts) = £116,156

Unrestricted funds (church giving, individuals, donations, general appeals) = £11,973

Expenditure for 2021 = £116,836

Salaries and on costs = £74,734

Grant funding

We are extremely grateful to funders who have supported us with grants this year including:

- Norfolk Community Foundation
- Garfield Weston Foundation
- National Lottery Community Fund
- Norwich Charitable Trusts
- Charitable trusts and foundations both local and national

Review from the Chair

The first thing I want to do is to pay tribute to my predecessor as Chair. Jane Cubitt has been a tireless supporter of ENYP throughout its life and during her years as Chair the charity has grown and extended its activities under her wise and enthusiastic leadership. I am delighted that she is remaining on the Board of Trustees.

2021 proved to be another very challenging year. The pandemic once again restricted the potential for face to face delivery of activities, but fortunately our very adaptable team of staff and volunteers were able to engage thousands through virtual activities and resource packs.

The need of many thousands of households for support with living costs also increased this year and the increase of deliveries of food and the distribution of nearly one million meals is a sad comment on the state of the nation as well as an outstanding performance by the ENYP team.

However the team has not remained focused on just carrying on the same activities and a number of new initiatives have been planned and started. These include social supermarkets, and urban gardens which should offer longer term structural solutions. At the same time work has continued on looking after the welfare of young people, by finding means to tackle the cultures of violence and drugs which can so easily ensnare them.

Fortunately in our Director, Danny Doran-Smith we have someone of tireless energy and endless bright ideas who faces new challenges with relish. We owe him a deep debt of gratitude for his leadership during this last year. We also have a very capable and multi-skilled team who work with him, and I want to express my thanks to all of them for their very hard work, undertaken in very difficult conditions. Thanks also to all our volunteers, without whom the charity would not be able to operate. Thank you to my fellow Trustees for their wise advice and guidance.

We are very grateful to the individuals, churches and charitable bodies which have supported ENYP with funding, food supplies and materials over the past year. Without such support we could not possibly operate.

Finally we are extremely grateful to God for His inspiration of the project, His continuing guidance, and the way He provides for all our needs. We pray for His continued blessing and guidance as we seek to serve the young people and families He has placed in our care.

David Lechmere
Chair of Trustees



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

ENYP

On accounts for the year
ended

31 DECEMBER 2021

Charity no
(if any)

Set out on pages

A - D

(remember to include the page numbers of additional sheets)

Responsibilities and
basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2021

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

~~The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of [insert name of applicable listed body]. Delete [] if not applicable.~~

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination (other than that disclosed below *) which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

* Please delete the words in the brackets if they do not apply.

Signed:

Keith Slack

Date:

12/6/2022

Name:

KEITH SLACK

Relevant professional
qualification(s) or body

N/A