



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day 01	Month 04	Year 2023		Day 31	Month 03	Year 2024

Section A Reference and administration details

Charity name

Peer Support and Training

Other names charity is known by

Registered charity number (if any)

1170081

Charity's principal address

14 Scott Road

Edgware

Postcode

HA8 5RA

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	Dean Gray			
2	Leo McDonald			
3	Andrew Caesar			
4				
5				
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
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

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Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
Mentor, I.A.G. , Community Tutor	Dean Gray	
Research	Leo McDonald	

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

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Section B Structure, governance and management

Description of the charity's trusts

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

Constitution adopted in 2016

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

Community Interest Organisation

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

Trustees are appointed or reappointed annually

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.

There is a Constitution, Children & Vulnerable Adults Policy, an Equal Opportunities Policy and a Health and Safety Policy in place for our Charity.

PEER SUPPORT & TRAINING is opposed to all forms of unlawful and unfair discrimination. We believe in human rights for all those connected with this organisation and all members of society. It is the policy of **PEER SUPPORT & TRAINING** to attach the greatest importance to the Health, Safety and Welfare at work of all its own and its customers employees. **PEER SUPPORT & TRAINING** has a professional duty to provide children and vulnerable adults with appropriate safety and protection. As the welfare of the child and vulnerable adult is paramount, we are committed to providing safe equipment and facilities so that children and vulnerable adults may participate in courses/programmes in a secure environment. Other policies include: Risk Management, Investing, Conflict Management, Volunteering, Complaints Handling and Paying Staff

Section C Objectives and activities

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

Our main objective is to act as a resource for young people up to the age of 24 living in the London borough of Brent by providing advice and assistance and organising programmes of educational and other activities as a means of: • Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals; • Advancing Education; • Relieving unemployment; • Providing recreational and Leisure Time Activities in the interest of social welfare for people living in the area

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)

<p>of benefit who have need by reason of their youth age, infirmity of disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons 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)</p>
<p>During the reporting period, our charity has focused on strengthening its programmes, expanding its network, and building key contacts to enhance our future delivery. In line with our mission, we have particularly concentrated on three core areas: Early Careers for Young People, Mental Health, and Work Experience.</p> <p>Early Careers for Young People We have continued to develop our initiatives aimed at supporting young people to transition into their careers, updating workshops and mentoring materials.</p> <p>Mental Health A key area of focus has been mental health, designing programmes aimed at raising awareness and offering practical support to those affected. Our charity meet with mental health professionals and health workers to research how best to develop programs of support.</p> <p>Work Experience We have aimed to build relationships with business to facilitate work experience placements. These networks will be used in future projects to provide support around skills and qualities development. The aim of this activity is to give valuable exposure to real-world working environments, enhancing the career prospects of young people and supporting their professional development.</p> <p>Volunteers Our volunteers have played a crucial role in supporting our work. They have contributed their time and skills in a variety of ways, including assisting with administrative tasks, designing lesson plans and activities, and providing vital support during meetings.</p> <p>Governance and Compliance The Board of Trustees has continued to ensure that the charity's operations adhere to the guidance set out by the Charity Commission on Public Benefit. We remain committed to ensuring that our work is transparent, effective, and aligned with the needs of the communities we serve.</p>

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.

Our trustees have dedicated significant time and effort to supporting the charity's strategic direction and operations. In addition to their regular governance responsibilities, they have been actively involved in researching and assessing various interventions aimed at supporting young people in gaining valuable skills. This has included a detailed review of best practices in youth development and career progression.

Trustees have also studied Careers Advice and Guidance qualifications to ensure that our programmes are informed by the latest, evidence-based approaches in career development. They have taken a particular interest in British values and the evolving social trends of young people, recognising the importance of these factors in shaping effective interventions and services.

In an effort to continuously improve our offerings, trustees have conducted thorough research into the work of other organisations. This research has enabled us to better understand the services delivered by other charities and identify potential learning points and areas for improvement. By analysing the successes and challenges faced by others, we are able to adapt our approach and implement good practices that benefit those we aim to serve.

Section D

Achievements and performance

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

Throughout this period, our charity has made significant strides in advancing our mission to support young people in their personal and professional development. Through the dedication of our volunteers and trustees, we have successfully expanded and enhanced our key programmes, focusing on Early Careers, Mental Health, and Work Experience.

A key achievement has been the development of targeted interventions aimed at supporting young people to gain essential skills for their future careers. This has been facilitated by comprehensive research into effective career guidance, British values, and social trends, ensuring that our programmes are both relevant and impactful. Our trustees have also ensured that our Careers work aligns with Careers Advice and Guidance standards.

Our ongoing research into other organisations has enabled us to adopt and adapt successful practices, ensuring that we continue to deliver the best possible services. Through this collaborative learning approach, we have made improvements to our delivery methods and enhanced the overall quality of support provided to our beneficiaries.

Section E

Financial review

Brief statement of the charity's policy on reserves

Any surplus funds will be used to design, develop and deliver programmes of youth orientated events and activities or to provide more outreach work for harder to reach young persons. All unused funds in relation to grant funding will be returned to the relevant funders.

Details of any funds materially in deficit**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.

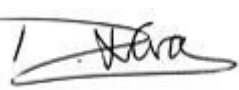
Section F Other optional information

The trustees continue to make a substantial contribution to the charity, dedicating significant time, effort, and expertise to the organisation's success. On a weekly basis, trustees commit several hours to researching, designing, and planning both current and future programmes. Their hands-on involvement ensures that our initiatives are well-informed, effectively tailored, and aligned with the needs of the communities we serve.

In addition to their time and professional expertise, trustees have demonstrated a strong personal commitment to the charity by covering their own expenses, including travel, food, and resources. This selflessness reflects their dedication to the charity's mission and their determination to support the organisation without financial burden.

Section G Declaration

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

Signed on behalf of the charity's trustees**Signature(s)****Full name(s)**

Dean Gray

Position (eg Secretary, Chair, etc)

Chairperson

Date

29/03/2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name	No (if any)
Peer Support and Training	

Receipts and payments accounts

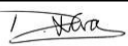
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For the period from	Period start date	To	Period end date
	4/1/2023		3/31/2024

Section A Receipts and payments

	Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
	to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £
A1 Receipts					
	-		-		-
		-	-		-
	-	-	-		
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	-	-	-	-	-
A2 Asset and investment sales, (see table).					
	-	-	-		
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	-	-	-		-
A3 Payments					
Mobile phone	-	-	-	219	-
	-	-	-		-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	219	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-		-
Total payments	-	-	-		-
Net of receipts/(payments)	-	-	-	-	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	-	-	-	-	-

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	Bank	740	-	-
		-	-	-
		-	-	-
	Total cash funds	740	-	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets	Details	to nearest £	to nearest £	to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
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 asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Dean Gray	3/31/2024