



Trustees' Annual Report for the period

	Period start date				Period end date		
	1st	April	2020		31st	March	2021
From				To			

Section A Reference and administration details

Charity name

Building 4 Hope

Other names charity is known by

Registered charity number (if any) 1171933

Charity's principal address

43 Elmdon Road

Acocks Green

Birmingham

Postcode

B27 6LJ

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	Stephen Cox	Treasurer, Chairman		
2	Julia Coleman			
3	Timothy Coleman			
4				

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

CEO Kevin Byrne (Appointed 1st February 2020)

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document	Constitution
How the charity is constituted	CIO
Trustee selection methods	Appointed by Trustees

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

To relieve the needs of young people and adults in need, by reason of youth, age, ill-health, disability, financial hardship or other disadvantage within the West Midlands by:

- a) The provision of construction related training in accordance with a nationally recognised curriculum (diplomas and NVQ via CSkills Awards, NOCN or equivalent);
- b) Awarding to such person's scholarships, maintenance allowances or grants tenable at the Charities Training Centre or any other accredited centre;
- c) Providing grants to support beneficiaries to find employment.

Summary of the main activities undertaken for the public benefit in relation to these objects

Building 4 Hope not only delivers practical and theory training but also gives pastoral support, life skills and employability skills that continue to help to transform people lives, giving hope, aims and often full-time employment to each valued person.

At the start of this year, March 2020, due to the COVID pandemic, restrictions and guidance from the Government, were put in place. To comply, Building 4 Hope had the challenge of making changes to its buildings and operational procedures so that we could continue to provide our successful, essential training programme for disadvantaged young people and support to the community.

Our Training Centre created a clear detailed, planned strategy to more than meet its requirements to mitigate the risk of spreading COVID-19 as far as possible.

This included:

Safe Distancing:

Building 4 Hope specialises in small group, one to one learning. However, it still needed to design and plan teaching and learning so that learners would be safely kept apart. To do this, students were individually rotated to attend Building 4 Hope throughout the day, which would enable teaching and learning to continue to take place safely and meet the guidelines. Also, to change its workshop area to individual single work space areas for its learners. Previously, 2 learners were able to work on a workbench equipped with 2 woodworking vices. Once this was implemented, 2 or 3 learners could attend daily and be safely kept apart.

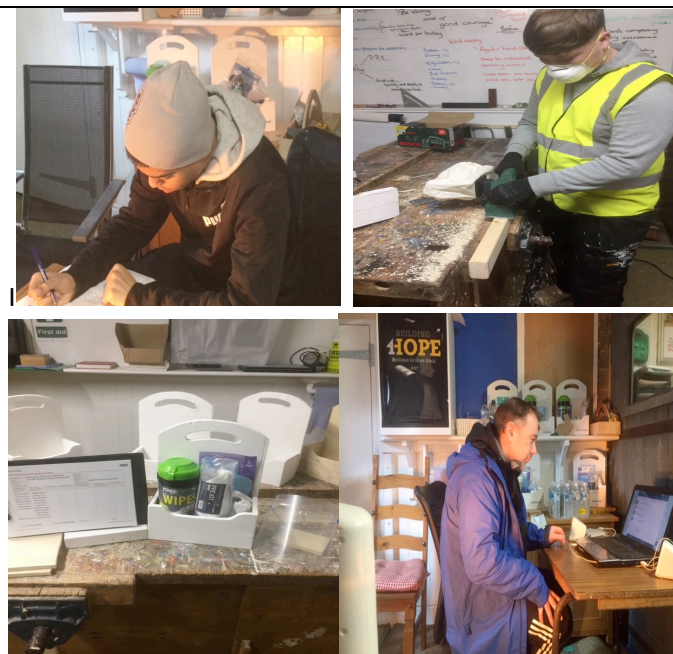
Building 4 Hope restricted the numbers attending to no more than one person per individual workbench/ theory work area.

PPE/ Hygiene Safety Measures:

In each of their workshop area, each learner (in addition to their normal PPE equipment) received a separate COVID kit in their own individual box that was placed in their own workshop solely for their own use.

The kit included:

Government recommended: Hand creams/ Wipes/ face mask
 Its own sealed water bottle
 Safety specs
 Face shield



B4Hope learners working in individual safe working areas.
Covid Kits in a named white personal container for each learner.

Kit includes:

Government specified

Hand Sanitisers

Wipes

Also included is their own PPE kit i.e. gloves, specs, ear defenders used for construction tasks (only be used by themselves).

Water bottles also included.

Health and Safety

In addition to the Centre current Health and Safety Policy and risk assessments, an additional COVID Risk Assessment and controls were implemented with each Induction for new learners and also used to update current learners at Building 4 Hope.

This was carefully explained by the teacher to each individual, informing each person of their own responsibilities and also Building 4 Hope's responsibilities, providing a safe place for each learner and visitor that met or went beyond what was legally required.

This was reinforced during and at the end of tool box talks/ Induction.

Building 4 Hope always strives for excellent Health and Safety in all areas. In addition to The Training Centre's own policies, it is an established member of British Safety Council (achieving Gold standard on its last monitoring Quality Assurance visit). Building 4 Hope adheres to CITB (Construction Industry Training Board) plus other Awarding Body Guidelines.

The measures and controls were monitored regularly and updated when any new government / Awarding Body/ CITB/ advice was received.

Funding

Despite not being able to apply for funding from Trusts and Foundations (as most were not meeting and so applications were closed during this time) and being unable to plan its own fundraising events, the following report and results are outstanding and very encouraging, demonstrating Building 4 Hope's commitment to each of its individual learners as it continues to transform lives.

Throughout a very challenging year, its learners were kept safe, learners continued to gain qualifications, and continue to do so.

Public benefit

As a result of Building 4 Hope's work, Birmingham and Solihull benefited from unemployment being lowered throughout the pandemic – 90% of students trained at Building 4 Hope sustain long-term employment, reducing the number seeking unemployment benefits. With more qualified Carpenters in the area, more high-quality services are being offered to the public. Many of Building 4 Hope students are now "key workers", and as such, worked through the pandemic year.

In Building 4 Hope, Job centres, and other departments (public health, mental health, probationary service etc), now have an approved centre that has an excellent, proven record of teaching, training and equipping, that they can refer people to.

Families of students are supported by our volunteer team.

Comment from A.W mum

We were signposted to Building4Hope through the Job Centre. My son had previously tried college but became very disillusioned and failed to attend, he was just not coping and it was affecting his health. The Intervention worker recommend Building4Hope as she said that she had seen so many students who attended Building4Hope have their lives transformed for the better. Not just academically but also in their confidence. He applied and was accepted onto Building4Hopes programme and is still attending at this present time 12 months later. We are so very pleased with his progress and achievements at Building4Hope. He has really benefitted from one to one teaching and the pastoral support throughout all of his learning. The learning environment, facilities and teaching are excellent and I am so very appreciative of all the people and work that Building4Hope carries out. My son has achieved 3 qualifications at present and is now more confident in himself and believes that he can gain employment. Thank you to everyone involved at Building4Hope.

During this report period 10 disadvantaged young men from Birmingham and Solihull, most of whom who due to personal circumstances found themselves unemployed without any qualifications and with no hope for the future, were sponsored by the Charity to undertake professional training provided by the Charity through the Birmingham and Solihull Construction Training Centre based in Solihull.

Students were referred to us in many different ways including mental/public health departments, probation officers, hostels, intervention workers (who have seen the lives of our former students transformed), Birmingham and Solihull Council, schools and colleges, former students, word of mouth and our website.

After an interview and assessment, students were offered training leading to Level 1 Health and Safety Award (British Safety Council), a CSCS card to show they are appropriately trained for work on a construction site, practical training in carpentry to NOCN Cskills Level 1 Certificate standard, followed by NOCN Cskills Level 1 Award then NOCN Cskills Level 1 Diploma.

In a purposely created and designed Learning environment and with small class

sizes, students were given specialist individual teaching and learning. Each Learner knew their learning journey and SMART objectives and targets that supported them to achieve at all levels

At interview and Induction, each of Building 4 Hope's learners undertook a Training Needs Analysis (TNA) and this has proved to be key to the achievements gained and ensuring the each of our Learners completing their Individual Learning Plan

In addition to the practical training outlined above they were all given individually targeted one to one mentoring and Life Skills and Employability support, including help with interview preparation and CV, support with study skills and making positive life choices.

All students were given their own basic set of tools and Personal Protective Equipment, and were offered the opportunity of Physical Fitness training and leisure activities provided by volunteers.

The progress of students recorded in their Final Learning Log was initially internally verified with final verification carried out by an External Accrediting Body.

Students who completed the course were offered help with passing the Driving Test Theory examination.

When students completed their training and moved on, usually into paid employment, the volunteers in Building 4 Hope stayed in touch and continued to support them and in many cases built a relationship with their parents and families.

The Trustees have had regard to the guidance issued by the Charity Commission on public benefit and we are satisfied that we have fully achieved our Charitable Objects.

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

All 10 of our students started the course with minimal or no qualifications having failed to achieve at school.

Many had no father at home.

Almost all were Not in Education Employment or Training (NEET). One was on a Zero Hours Contract.

Almost all felt that they could never achieve anything and had given up hope,

unable to afford a college course or gain employment. Those entitled, due to their age, to free college education struggled in FE environments because of their additional needs and family circumstances.

At least two were so desperate that they had attempted to take their own lives. All students were given mentoring & counselling combined with practical teaching.

Please note that as well as many of Building 4 Hope's learners having no qualifications prior to commencement, also some have leaning barriers that Building 4 Hope address and overcome:

Of the young men we sponsored during this report period:

100% of students completed a TNA Training Needs Analysis at Induction and Interview.

100% of B4Hope students expressed that attending B4Hope and having regular pastoral support helped them to keep mentally well and strong. feedback/ reviews)

100% of students gained work experience and work-based evidence towards NVQ 's.

100% of students achieved the British Safety Council/ NOCN Health and Safety award. All students passing at 80% or above.

75% passed their CSCS online test and obtained a CSCS card. All learners had learning barriers (some severe) and were supported by Building 4 Hope teaching/ learning/ individual specialist learning support and pastoral programme....One learner with severe dyslexia and other learning barriers achieved a remarkable 100%. All other learners scored between 90% and 98%

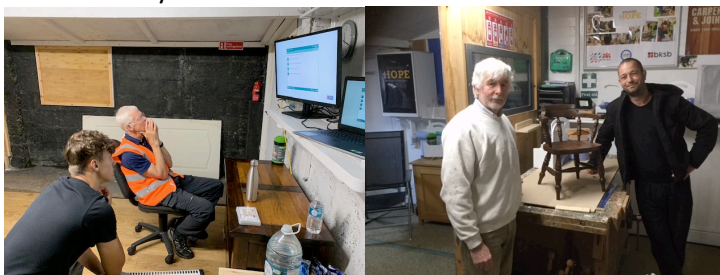
100% of Building 4 Hope's Learners demonstrated improvements in their English and Maths.

All learners attended Life Skills and Employability training.

All students were kept safe in all practical construction training, no recorded accidents or near misses reported.

Of all B4H students, 75% gained paid employment.

The addition 2 voluntary workers ie Senior Learning Support Mentor's, supporting all learning/ teaching and pastoral support in workshops and classroom. The LSM's have worked hard and diligently in gaining practical skills/ underpinning knowledge to support all Building4Hopes students in their practical and theory course's.



The facts and figures are a great achievement for a cohort of young men who

had given up hope of ever achieving anything but on their own these figures do not adequately describe the achievements of Building 4 Hope during this reporting period.

The Case Studies below show how lives have been turned around impacting not just the young men, but their families and of course future generations.

Student A- Lives in Solihull. His parents are going through a divorce which has been very painful for him. Having no qualifications from school Student A tried to move forward, by applying for a College course.

However, he struggled within the system and felt let down. Too much free time and travelling far only to receive sporadic lessons - often with huge gaps of free time in between - he lost interest. His father did try to redress the situation with the college but felt his requests and pleas were not being listened to. Student A hated the course and couldn't see the point in going. It was making him very unhappy and he dropped out. He tried to obtain a place elsewhere but could not obtain a place on a course he really wanted to do because he did not meet the criteria i.e. he had no qualifications.

He tried to apply for jobs in construction as a labourer but was informed he needed to achieve a CSCS card and maybe they would give him an opportunity. He was very down and he knew that he could not pass the CSCS test had no way of applying for a job without qualifications and specialist support. He became very demotivated and down. Both his parents were very concerned. His desperate father was signposted to Building4Hope by the Job Centre Intervention worker as she informed Student A's dad that Building4Hope have helped so many disadvantaged young men transforming their lives through their unique programme of training, teaching and equipping disadvantaged young men and adults for employment.

Situation at present:

3 months later, Student A, after attending the Building 4 Hope's programme and achieving qualifications and skills, is now employed as a full-time labourer with good prospects. Student A says **"If Building 4 Hope had not have helped me, I would have totally cracked up, I was in a really bad way and I could not see any way out. A lot of my mates were not able to go to college during COVID so I really appreciate attending Building 4 Hope and that it stayed open. I know I would not have coped without their support and I know that I would never have got a job."** Typical of many of our students, Student A came to Building 4 Hope with very low self esteem and is now a confident, happy and hardworking individual, contributing to society. He continues "I loved learning carpentry skills and gaining qualifications. I was thrilled to pass my CSCS on line test and without the support and training, I know I could never have passed it and be in employment now. They also continue to help me with sound advice and encouragement. I even have had visits. They really care, even after I found work."

As testified by Student A, Building 4 Hope continues to support its students even after they gain work and this is proving to be pivotal in helping each student sustain their employment.

Student B is married with three small children. He lost his job and got depressed, having no qualifications and no self-belief. He was referred by a friend who knew of the work Building 4 Hope were doing. Student B made brilliant progress completing every element of the course. He got a part time maintenance job but was laid off due to COVID and now works as a full-time maintenance operator at a hotel chain. His latest work involves working in a

Section D

Achievements and performance

15th Century Hotel in Stratford, where Shakespeare once resided, using his acquired skills and working with oak.

Student B commented “Building 4 Hope transformed my life. I was unemployed with a lovely wife and 3 young children but I felt hopeless. I had no qualifications at all, I never fitted in at school, hated it. I tried to apply for jobs but with no qualifications, just could not get anywhere. I was told of Building 4 Hope and from my 1st meeting to now, my life has improved for the good. I cannot thank Building 4 Hope enough and will be thankful for the rest of my life. I now have a well paid job in Carpentry and construction, working on many high clientele buildings. I provide for my family and feel really happy. Building 4 Hope is unique and I dread to think what would have happened to me and my family if Building 4 Hope hadn’t have been there for me.....and I know they are still there for me. I cannot thank everyone at Building 4 Hope enough.

Section E

Why We Are Unique

Unlike other FE Education providers, Building 4 Hope keeps in touch with all ‘former’ students. Students are students for life. Volunteers from Building 4 Hope regularly carry out home visits, and keep in touch over the phone. Once we have helped someone into a job, we aim to do everything possible to help them succeed in that job. We are always ready to help any student – current or otherwise – through any struggles or issues within their personal and home lives.

Students who have described their time at college as “boring”, and said that they felt better when they left, thrive at Building 4 Hope.

Building 4 Hope teaches maths to students in a very practical and new way. Students who have either no qualification in Mathematics, or admit that they don’t find maths easy, learn skills in Trigonometry like bisection. Not only do they do it correctly, they can explain the new process they have learnt, in detail.

At Building 4 Hope we don’t just support students in a career in Carpentry and Joinery, we support them in whatever path they feel is suited to them.



Student C wrote to Building 4 Hope in 2020: “After completing the intensive Building 4 Hope programme, I took a quick route into work for my needs, and found it very easy to get local work with high demand given my new skills and

Section E

Why We Are Unique

qualifications, plus the CSCS Card. *It opened up so many doors and I was shocked! I started labouring, being paid higher rates than I was previously accustomed to on a rubbish, zero-hour contract job. At Building 4 Hope, the training was well worth it, and I now have nationally recognised qualifications and skills to work many jobs in the construction industry, but also relevant to any employer. B4Hope not only helped me to achieve academically, they also helped me to improve my fitness for work.*

Since then, I have taken a leap in my career and joined the army. I am now confident that wherever I go in life, I have the confidence, skills, qualifications that can secure my future and come in very useful."

Due to our working environment, in a year that due to COVID restrictions a typical pupil in the UK missed over half a school year in lessons and activities, Building 4 Hope was able to provide and continue, creating individual workshop area and space to meet the guidelines and recommendations for students to keep on working. This meant that in a time that mental health research shows that loneliness levels in full time students (alongside single parents and the unemployed), were getting higher and higher with each wave, Building 4 Hope was able to provide a place of focus and social interaction, a lifeline to some students.

At Building 4 Hope, the students working hours are closer to a working day, than college hours. Many students reported feeling lost, bored and socialising too much during college hours, due to the lost hours they have between lesson times, and the leisure facilities provided to them.

All students attending Building 4 Hope are kept safe. Building 4 Hope has an exemplary record of health and safety with excellent feedback from the British safety Council **"Overall you are a brilliant centre and you are clearly committed to best practice in delivering the Level 1 in Safety and Health in a Construction Environment."**

Section F

Financial review

Brief statement of the charity's policy on reserves

The Trustees agreed it prudent to maintain a reserve of £1000. The Trustees meet regularly and review finances and policies. Building 4 Hope has been operating efficiently and prudently since 2017.

Details of any funds materially in deficit

None

Further financial review details

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;

Our total income for the reporting period was £39718 of which £7000 was in the form of grants, £29790 came from gifts from individuals and businesses, and £2928 came from Gift Aid.

During this period, £320 was spent on stationery, and £6204 was spent on materials and Part time Technician support for improving and extending the workshops at the Training Centre, making them COVID safe with increased working space for the students, allowing the Centre to remain open safely during the pandemic.

£31622 was spent paying the CEO/Principal Teacher, Part Time Lecturer and Part Time Learning Support Mentor to cover all student training for 10 students which was provided to the students at no cost to themselves.

During this period our premises were given rent free.

Section G Other optional information


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Section H Declaration

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

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

STEPHEN COX	
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Position (eg Secretary, Chair, etc)

CHAIR	
Date	08/11/21



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name

Building 4 hope

No (if any)

Receipts and payments accounts

CC16a

For the period
from

01/04/20

To

31/03/21

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					
Donations	29,790	-	-	29,790	23,109
Grants	7,000	-	-	7,000	19,500
Gift Aid	2,928	-	-	2,928	3,482
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	39,718	-	-	39,718	46,091
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	39,718	-	-	39,718	46,091
A3 Payments					
Student Fees for BSCTC Training	-	-	-	-	32,670
CEO Duties	30,000	-	-	30,000	7,500
NEST pension	1,247	-	-	1,247	-
Part Time lecturer	260	-	-	260	-
Part Time Learning Support Mentor	115	-	-	115	-
Part Time Technician	1,467	-	-	1,467	-
Publicity	-	-	-	-	219
Stationery	276	-	-	276	62
Materials, Building maintenance	4,737	-	-	4,737	39
Awarding Body Costs	139	-	-	139	-
Insurances	560	-	-	560	-
Enrichment Activities	13	-	-	13	-
Other Costs	2,221	-	-	2,221	-
Sub total	41,035	-	-	41,035	40,490
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	41,035	-	-	41,035	40,490
Net of receipts/(payments)	- 1,318	-	-	- 1,318	5,601
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	17,130	-	-	17,130	11,530
Cash funds this year end	15,812	-	-	15,812	17,131

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	cash in bank	15,812	-	-
		-	-	-
		-	-	-
	Total cash funds	15,812	-	-
	(agree balances with receipts and payments account(s))			
		Unrestricted to nearest £	Restricted funds to nearest £	Endowment to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets				
B4 Assets retained for the charity's own use				
B5 Liabilities				
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
	<i>Stephen Cox</i>	STEPHEN COX	30/06/21	



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name

BUILDING 4 HOPE

On accounts for the year
ended

31.3.21

Charity no
(if any)

1171933

Set out on pages

1 to 2

(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 31/03/2021.

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:

Date:

18.10.21

Name:

D S TAYLOR

Relevant professional
qualification(s) or body

FCA

(if any):

Address:

Section B

Disclosure

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.