



**THE BAYTREE CENTRE  
CIO 1175145**

**TRUSTEES' REPORT AND ACCOUNTS**

**FOR THE PERIOD  
1<sup>ST</sup> SEPTEMBER 2022 – 31<sup>ST</sup> AUGUST 2023**

**THE BAYTREE CENTRE (CIO 1175145)  
FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023  
REPORT OF THE TRUSTEES**

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The Trustees of The Baytree Centre present their report and financial statements for the period 1<sup>st</sup> September 2022 to 31<sup>st</sup> August 2023. The financial statements have been prepared based on the accounting policies set out in note 2 to the financial statements.

The Baytree Centre is a social inclusion charity for women and girls, based in the heart of Brixton, an integral part of the community since 1992.

**WHY WE EXIST?**

Baytree's mission is to inspire and support women and girls to gain the skills, confidence and wisdom they need to thrive in life, work, and family. Baytree's unique approach provides the accompaniment, programs and opportunities that empower women and girls. By supporting the women in our community, we aim to improve economic and social inclusion for them and their families.

**THE CHANGE WE WANT TO SEE**

All women and girls achieve their potential and lead fulfilled lives.

**HOW WE WORK, Our Values and Core Principles**

**Our Values**

- Love & Respect
- Person-Centered & Family Oriented
- Safe & Welcoming
- Professional & Trustworthy
- Collaborative & Positive

**Core Principles** Our core principles are based on Catholic social teachings and inspired by Saint Josemaria. They inform how we live out our mission, promoting and upholding:

- The personal freedom and responsibility of every individual.
  - The dignity of each person from conception to natural death and their right to be treated with love and respect.
  - The importance of the family in creating a strong society.
  - Women hold a central role in the family, and helping women flourish will also help families and society flourish.
- The empowerment of women through equal access to opportunities.
- Skills and personal development are anchored in strengths of character and a strong moral compass.
  - The value of work done well and attentiveness to the little things as a service to all.

## **Letter from the Chair**

At The Baytree Centre, this year started with renewed determination to fulfil our mission of empowering women and girls in South London. We have been successful at meeting high demands for our services, upskilling our staff and supporting 472 women and 459 girls.

Our work continues to address the enduring problem of gender inequality in the UK and the diverse social issues affecting the communities we work with from rising violence to inadequate housing. Whilst the increasing cost of living crisis has added to our women's hardships, we have noticed that poor housing conditions have become the biggest obstacle for many of the families we support. We stand unwavering in our commitment to provide support, guidance, and safety to those affected by violence and economic challenges; and remain optimistic about the transformative impact of our work.

In this report, you will read about the remarkable achievements of our women and girls. Each one has a unique story, background and promising future. Many of our women have gone on to work, moved to better houses, excelled in their education, or simply feel confident enough to face the challenges of life without fear but with hope. Their success is a testament that our work empowers, inspires, and transforms lives.

Baytree thrives thanks to our dedicated staff and the over 200 volunteers, who have supported us this year. Our immense gratitude also goes to our generous funders, supporters, corporate partners, trusts, foundations and partner charities. Together, we make a difference in Lambeth and beyond.

In closing, I want to extend heartfelt thanks to everyone who supports our work. Your contributions enable us to turn aspirations into realities for women and girls. As we welcome another year, we do so with hope, determination, and a renewed commitment to empower individuals and communities to overcome their challenges, build skills and know that they matter.



**Tseday Hailu**

13 December 2023

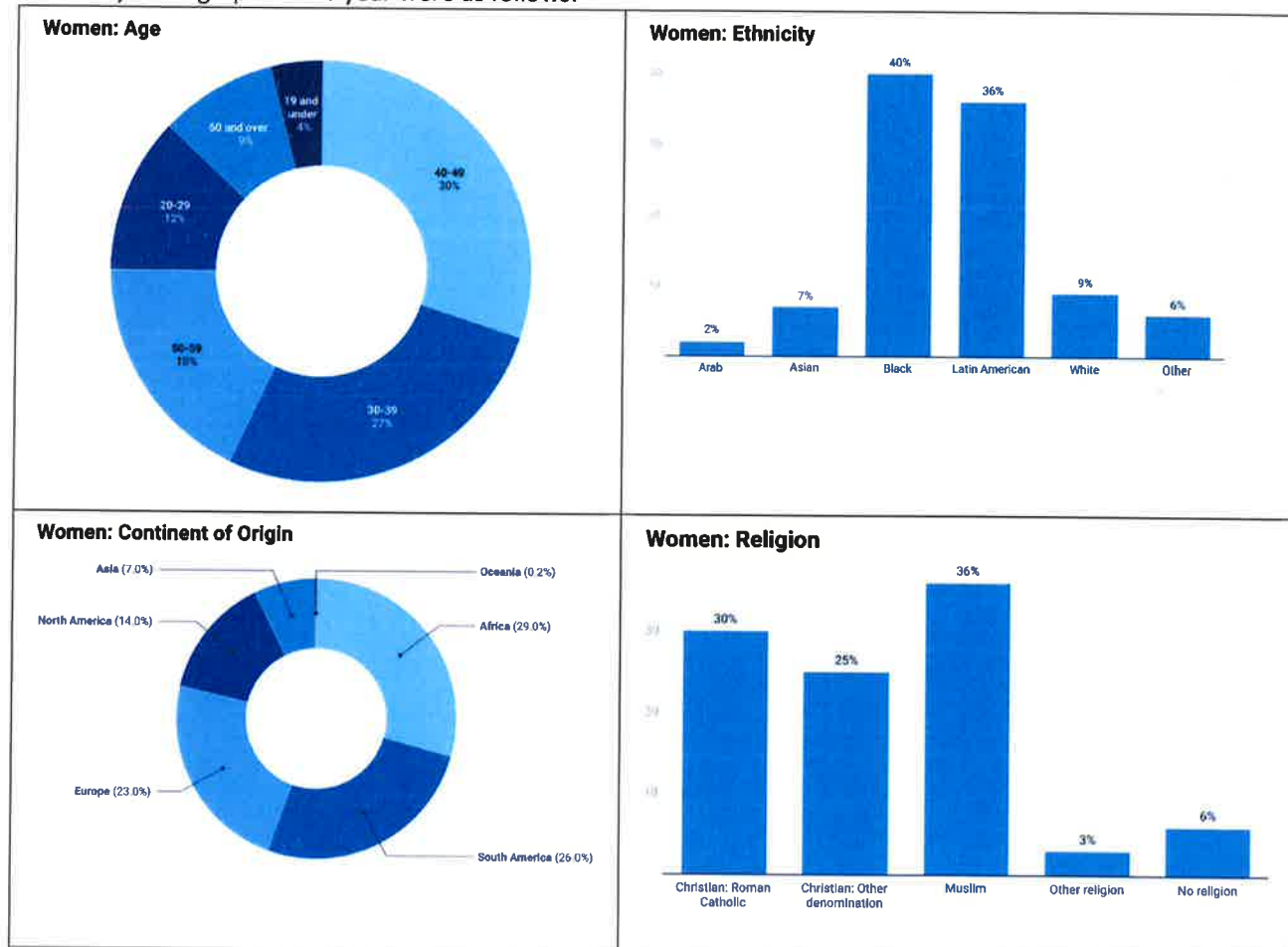
## BAYTREE WOMEN'S SERVICE

### SOCIAL MOBILITY PROGRAMME

**What we do:** The Women's Service at the Baytree Centre creates lasting change for women, their families and the broader community, by equipping women with the skills, knowledge and networks they need to break the cycles of poverty and isolation and lead more fulfilled lives.

**Who we serve:** Our Women's Service grew by over 15% this year, with **472 women** accessing the broad range of services that make up our Social Mobility Programme. These women are resilient, intelligent, hard-working and courageous in the face of adversity.

Some key demographics this year were as follows:



**How we do it:** Building on our 30-year track record of working with women living in poverty and isolation, we recognise the life-transforming potential of an effective executive function. The executive function is the brain's management system, including critical cognitive skills such as attentional control, working memory, reasoning and problem-solving. Against a backdrop of trauma and other adverse life experiences and faced with barriers (including low levels of language and education, poor mental and physical health, discrimination, and lack of employment and financial resources to name but a few), the executive function is often hindered, which can limit women's ability to make sound decisions.

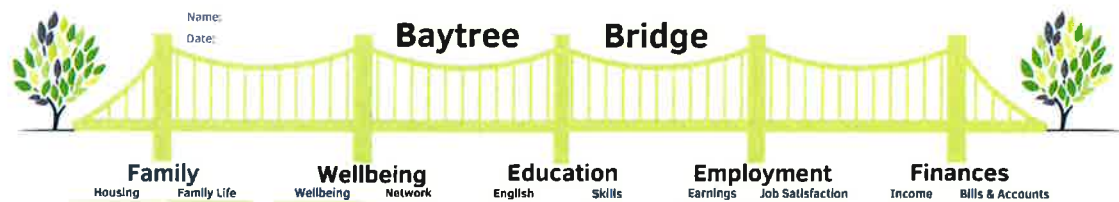
Our Social Mobility programme, developed on the basis of the Empath Model (cf. [EMPath empathways.org](https://empathways.org)) engages women for sustained periods, aiming to (re)build their executive function, so that improvements to their immediate situations go hand in hand with bettering the longer term prospects of the women and their families.

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Our support is highly customised, relational, respectful and non-judgmental, asset-based, holistic and trauma informed.

We treat every woman who crosses Baytree's threshold as a unique and valued member of our Baytree community. Following an initial assessment, the women determine the services of most interest and relevance to them, with a large portion of them joining either our one-to-one Social Mobility Coaching programme and/or our English and Literacy courses. From there, the women are welcome to engage in as many or as few of the other components of our services as they wish - all structured around the five pillars of the Baytree Bridge: Education, Employment, Family, Finance and Well-Being.



Pulling together their own personal menu of one-to-one and group services, we see the women develop both personally and in terms of their networks, building confidence and agency within the Centre. As their journeys progress, our strong community partnerships are invaluable in enabling the women to engage with resources beyond Baytree, expanding the networks and resources necessary for themselves and their families to thrive.

**Our Coaching programme: 95% increased confidence and agency**

**135 women** benefitted from a total of almost **1300 hours of one-to-one Coaching** delivered by our team of Social Mobility Coaches this year.

Following Empath's model for Social Mobility Coaching, each woman joining the programme works with her Coach to undertake an initial self-assessment of her life circumstances across the ten sub-pillars of the Baytree Bridge.

Applying this logical overlay to the woman's life is the first step in enabling her to approach matters rationally, prioritise and recognise interdependencies. From this basis, the woman sets her own personal goals and works with her Coach to put in place a goal action plan which forms the basis for their work together. Each meeting is an opportunity to celebrate progress and readjust as necessary.

**100% of women became more able to discuss and evaluate their current situations; 97% more able to set and work towards goals; and 98% more able to find solutions to challenges.**

The Coaches recording of the topics discussed in each session is a key tool in enabling us to spot trends and develop group activities and workshops to meet our clients' needs.

**Our Information, Advice and Guidance service: 94% increased knowledge of where and how to access support; 91% increased ability to understand and act on advice**

A lack of access to information and resources remains a critical issue for many of the women we serve. Our Information, Advice and Guidance service was born out of this need 2 years ago and continues to grow exponentially.

This year, in addition to the significant volumes of IAG that we provided within Coaching sessions, we delivered **focused IAG sessions to 194 women** (a 40% increase on last year) over almost **420 hours** on topics across the five pillars of: Finance, Education, Employment, Family and Well-Being. We are particularly proud of our two Social Mobility Coaches who studied for and obtained their IAG Level 3 qualifications to further add to their other qualifications and skill sets.

Our IAG outreach programme has been hugely valuable in terms of broadening our spread. Of the **47 women who attended initial appointments in our outreach locations**, a large portion of them have since become established inhouse Baytree clients and the professional relationships built with our outreach partners have been a source of many referrals since.

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Having recognised that the model of advice predominant within most agencies does not meet our clients' needs (as they often lack the skills necessary to understand and implement the advice they receive), we have continued the very successful model of hosting inhouse clinics with specialist advice partners, Centre 70 and Cambridge House Legal, as a form of escalation route for more complex cases.

**The Five Pillars:**

**1. The Education Pillar: 98% improved language or other skills/education**

This year, **185 women attended 1060 hours of classes** across our accredited and non-accredited ESOL (English for Speakers of Other Languages) and Literacy Courses.

Our teaching team invested a great deal of effort this year in improving the quality and structure of our teaching provision, following the disruptions of the pandemic years. Key points of focus were:

- Developing and rolling out a full suite of standardised Schemes of Work;
- Improving the quality of Individual Learning Plan development and
- Improving user attendance and punctuality rates.

We were delighted that the quality of our academic provision was recognised by Lambeth Adult Learning Services this year, who awarded us a place on their Approved Providers List.

The launch of our EveryDay Digital course was a highlight of the year, with **27 women** attending throughout the year. In direct response to user feedback and developed in-house by staff and users, this was a great example of the women knowing best what they need. Whereas many digital skills courses focus on the use of software packages on desktop devices, EveryDay Digital supports the women to become digitally confident doing the tasks they need most, on the devices they use most: from applying add-ins to their mobile phones to read out English websites in their own languages, to booking GP and school appointments online or using GoogleMaps to find their way around town.

**2. The Employment Pillar: 93% improved employability**

In spite of their many strengths and qualities, accessing and retaining fulfilling, reasonably paid jobs that are compatible with their life commitments remains a very significant challenge for our women. We **supported 85 women with employability** this year with key initiatives including:

- One-to-one employment support including CV building, job and volunteer opportunity search support and interview practice;
- The Aspire Programme – 8-week group employability skills building programme delivered in conjunction with Zing Learning, which culminated in 4 days' of work experience placements;
- Talks from employers and inspirational women at presentations and panel events; and
- Establishing and strengthening partnerships with socially minded employers who are committed to creating opportunities and improving inclusivity, such as Old Spike Roastery, the Institute of Mechanical Engineering, Arepa and Co Venezuelan restaurant and Julius Rutherford cleaning agency.



**3. The Family Pillar: 85% improved housing situation; 93% increased family stability; 92% felt more positive about the future for their family**

Improving family stability and living conditions have been a key focus for many of the women on our programme this year and in total we have supported 177 women across these areas through a range of initiatives including:

- Via our Coaching and IAG services, highly customised support for women to tackle specific issues regarding their relationships with their children and with their children's schools;
- In-house housing clinics delivered in partnership with Centre 70's specialist housing advisor, which provide an invaluable escalation path for more complex cases;
- Our ever-popular mother and children activities, which provide an opportunity for mothers to connect with their children through a range of events, which recently have included a learning-literacy together workshop, theatre and museum trips, creative activities and self-defence classes.

**4. The Finance Pillar: 96% improved finances or financial skills**

With the cost-of-living crisis inflicting ever-greater financial hardship on our women, money management skills and knowledge regarding all available resources has been more important than ever this year.

116 women benefitted from one-to-one support with their finances through our Coaching and IAG programmes. The most common themes have been: support with understanding bills and benefits; navigating online benefits accounts; submitting new benefits applications and appeals (in conjunction with specialist agencies); managing debt (through referrals to regulated debt advisors).

These and other commonly encountered themes and challenges will be used to develop the content for our EveryDay Numbers programme (see below).

**5. The Well-Being Pillar: 85% improved physical or mental well-being; 95% felt more positive about the future, 90% reported increased networks and community engagement**

For many of our clients and partners, the Baytree Centre is all about well-being and it runs through everything we do, whether that is the warm first greeting provided by our Reception staff or the breaks in our workshops and classes for tea and community building.

In addition to these 'small things', we have a busy and ever growing timetable of specific well-being activities that this year have provided 153 women with opportunities to focus on their mental and physical well-being and integrate with others including:

- Our ever-popular well-being Wednesdays, with a broad range of guest speakers including some of our very own beneficiaries as they launch themselves into the world of volunteering;
- Weekly Yoga and Zumba sessions suitable for those of all abilities;
- Excursions including opportunities to spend more time outdoors (e.g. picnics, boat trips, guided walks and visits to Kew Gardens) and to learn more about the London's culture offerings (e.g. theatre and museum visits);
- Our mental health well-being programme, in partnership with the Creative Voices Collective, which focused on a different creative art each week and culminated in a public exhibition.

#### PRIORITIES FOR THE YEAR AHEAD:

- **Education:** Building on the success our EveryDay Digital programme, in 2023/24 we will develop (in collaboration with our participants) and deliver an EveryDay Numbers programme, to support women in building their numeracy and financial management skills.
- **Employment:** Skills building will be a key focus this year, we will use the wealth of online (and often free) resources to support our women to gain qualifications relevant to their chosen careers. This course will also improve women's digital literacy and confidence in the online world.
- **Family:** Expansions to our family pillar this year will recognise the value of the women's lived experiences, their skills in supporting one another and the value in them doing so. Co-design and peer support will be at the heart of our family programmes, kicking off with our, soon to launch, parental journaling group.
- **Finance:** In addition to ongoing one-to-one support and embedding within ESOL, we will explore opportunities to combine the typically unappealing topic of financial literacy with 'lighter' themes in various hands-on skills building programmes and workshops.
- **Well-Being:** We will expand our physical well-being sessions for women of all levels of fitness, as well as our mental well-being provision to include psycho-educational and self-help workshops.



### **Women's Service Case study**

Misha is a woman in her early 40s, born in the Centre African Republic, her first language is French, although she speaks good English. She is a single mother with a primary school aged daughter.

Misha was referred to Baytree in late 2022 by her daughter's school (where Baytree had recently been delivering outreach work). During the introductory call, Misha expressed an interest in undertaking our Coaching programme and receiving employment support. Misha was matched with a Social Mobility Coach, who used our Social Mobility framework, the Baytree Bridge (a customised version of the Empath Bridge), as a tool to support Misha in assessing her current situation across five key pillars (Employment, Education, Family, Finance and Well-Being) and identifying her current development priorities.

Misha identified her desire to find more fulfilling employment and work towards greater financial stability as her primary objectives. As a first step, Misha and her Coach worked to chart out Misha's employment history, skills, and qualifications. Misha explained that she had been working as a sales administrator for over 10 years. She was unhappy with her job but in the fortunate position of having a number of qualifications behind her. She held a Masters in Business Administration and Human Resource Management; a Level 3 diploma in Specialist Support for Teaching and Learning in Schools; and a Level 1 in Health and Social care. Despite all this, Misha's confidence in her own abilities was rock bottom and she was feeling lost regarding which career path to follow. She was considering nursing because it was a vocational pathway but wasn't convinced it would be the right job for her for a variety of reasons including the incompatibility of shift work with her caring responsibilities.

Misha and her Coach took time to explore various jobs within the healthcare and business sectors. Her Coach guided her through different strategies to weigh up options and take decisions logically, as well as supported her with motivation and confidence building, focusing on recognising her own considerable strengths and achievements. In parallel, they worked on her CV. After a few Coaching sessions, Misha decided to pursue administrative roles within the NHS, recognising this as a way to combine her interest in the health sector with employment terms compatible with her responsibilities to her daughter.

Supported by her Coach, Misha applied for several administrative roles within the NHS and was granted an interview. Together they worked on interview preparation and the Coach referred Misha to SmartWorks, which provided Misha with a personalised dressing consultation and a smart interview outfit to keep.

Misha impressed at interview, received a job offer and compliments on her interview performance. She accepted the role and is now working as an administrator at a major London hospital. She is very proud of her progress and new job. She still meets with her Coach, and they are now focused on maintaining her confidence in undertaking her new role and strategies to successfully navigate workplace challenges.

In Misha's words:

*"My Coach is an amazing divine feminine leader! Who have helped me to start believing in my strengths, and my potential. Having her as my Coach has been one of the best things that has happened to me. She has a wonderful approach - gentle but firm, and she will challenge your behaviour in a way that is supportive and caring. She brings her wonderful energy to inspire me to take risks, not stay in your comfort zone and most importantly not PLAY SMALL. She has helped me to build my CV based on my education and experiences and to file job applications, as a result I got a dream job that would take me out of benefits system for good. Thank you, you have inspired me that everything I want is possible, all that is needed is my commitment to me to achieve this. you are the best, May God grant you all your heart desires."*

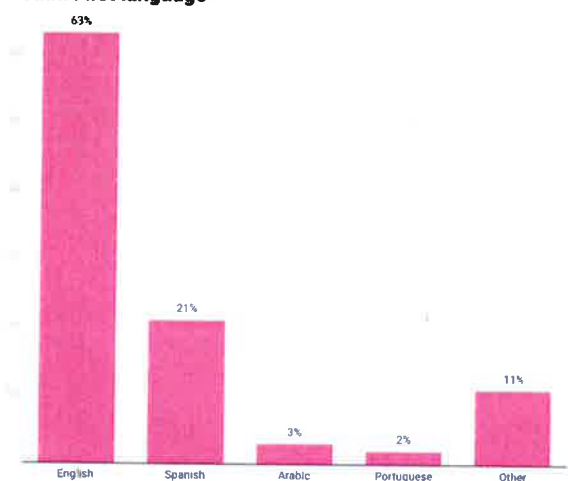
## BAYTREE YOUTH SERVICE

**What we do:** The Baytree Centre's Youth Service provides a safe and supportive space for girls and young women aged 5-20 to develop personally and academically. Our wide variety of activities and workshops offer girls the opportunity to cultivate the key skills they need to build a brighter future for themselves, their family, and their community.

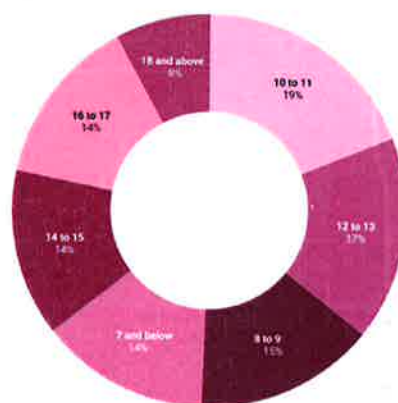
**Who we serve:** Our Youth Service grew by over 8% this year with **459 girls and young women** accessing more than 3,000 sessions of positive activities including academic & STEM clubs and workshops; wellbeing activities, employability & skills for life sessions; ESOL and integration activities and 1-1 mentoring. Notably, there has also been an increase in the number of girls who are entitled to Pupil Premium highlighting the impact the current economic climate is having on the community we serve and further emphasising the need for and importance for our services to our clients.

Some key demographics of our young people are as follows:

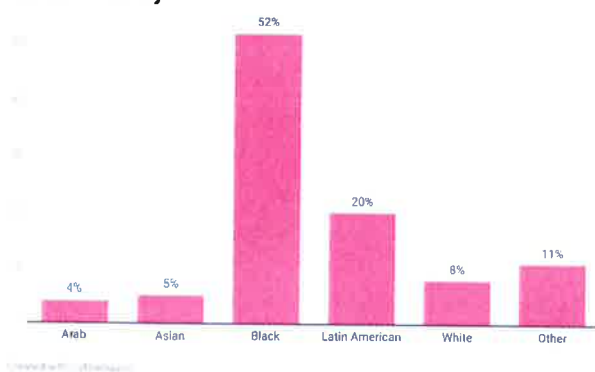
**Youth: First language**



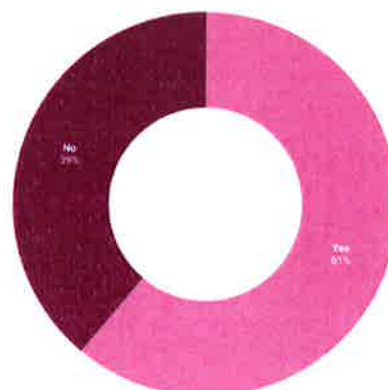
**Youth: Age**



**Youth: Ethnicity**



**Youth: Pupil Premium**



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**How we do it:** We work in a person centred, trauma informed way, with the aim of raising the girls' and young women's confidence, self-esteem, and aspirations. We do this by providing support and guidance to girls across four key focus areas:

- **Positive activities & Wellbeing**
- **Education**
- **Skills for Life**
- **Employability**

Our programmes include:

- Positive, creative, and physical after school clubs
- Academic clubs with a particular focus on STEM and literacy
- One to one academic and personal development mentoring
- Weekly girls' support sessions which focus on the development of life skills including social and emotional skills and resilience
- Employability workshops, career insight days and work experience bootcamps
- Young volunteering opportunities
- ESOL classes and integration support for girls who are newly arrived.
- Mother and daughter activities
- Holiday activities and trips

Our programmes are youth-led and co-produced with the girls to ensure that all activities are always relevant to their needs and goals. We use Character Development as an educational approach that involves helping girls discover their own strengths and weaknesses and develop good habits and critical thought.

#### **ACADEMIC/POSITIVE ACTIVITIES AND WELLBEING**

<p>85% improved academic achievement 89% improved well-being</p>
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Our academic and STEM after-school offer has developed significantly over the year with clubs running at capacity and the need to add additional sessions to the timetable. Provision has not only included the 'traditional' after school clubs but also inspiring workshops that have focused on STEM such as **Digital Heroes Club** a series of workshops delivered by the Institute of Imagination. The project was called Experimental Cities the aim of which was for participants to design a smart city having been taught how to use microbits which they then embedded the technology into their smart cities.

The **Financial Harmony Programme** was delivered through our partnership and participation with Lambeth Peer Action Collective; a group of our young women surveyed young people to identify a programme which would support them in their future lives. Their findings identified that the majority felt they needed to be better informed about how to make informed financial decisions. The programme was delivered over 7 weeks in which the participants were educated, empowered and enabled to make informed financial decisions by being taught fundamental money management skills and financial literacy.

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We have partnered with several organisations that provided creative opportunities. Kazoom, a creative literacy and movement initiative, facilitated weekly club sessions that provided the space for girls to explore creative expression in new and dynamic ways. Station Hall Herne Hill and CWISL who host an annual literature festival called Stepping Into Stories, made it possible for us to host regular author events that provided participants an opportunity to meet authors and learn how to write their own stories.

The wellbeing of our young people is vital and to this end there has been a keen focus on developing a programme of physical activities which has included ballet, gymnastics, the incredibly popular football sessions as well as adventure play sessions and horse riding.

244 girls took part in 466 hours of positive & wellbeing activities  
197 girls took part in 613 hours of education & academic support

We ended the year with 3 weeks of exciting & inspiring summer activities for girls aged from between 7 and 18 years old. Working with established partners and creative organisations the young people had the chance, for example to 'Make Music' in a professional recording studio; express their creative selves through pottery; hone their football skills with Fulham FC and much more besides. The summer concluded with a 5-day residential trip to the Isle of Wight for a week packed with team-based water sport activities at UKSA. 15 girls participated in fun-filled water-based activities such as kayaking, paddle boarding and raft building. They activated a few core skills such as teamwork, problem solving, initiative and creative thinking.

#### **SKILLS FOR LIFE**

89% improved self-esteem 81% improved relationships with friends
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Our Spark programme (made up of Sparklers (Yr. 6 & 7); Junior Spark (Yr. 8 & 9) and Spark Yr. 10 & above) aim to equip girls with important skills for life including communication, self-management, resilience, problem solving and teamwork. All 3 clubs provide young women with a safe and supportive space to talk about the issues that are affecting them or that they feel strongly about.

Throughout the year the girls attending the Spark clubs benefitted from a number of skills for life workshops including **MyBnk** financial literacy programme, an award-winning finance and enterprise education charity, that helps young people develop financial knowledge, skills, and confidence to manage their money effectively and make enterprising choices throughout their lives. Through a range of high-energy, interactive financial activities, our young people learnt crucial life skills that taught them why caring about money matters. Whilst a 6-week self-defence course had a positive impact on participants' confidence.

95 girls took part in 209 hours of skills for life activities

## **EMPLOYABILITY**

92% developed employability skills

During the last year our Sparking Futures employability programme offer has developed significantly and has been and will continue to be delivered through the following elements of provision:

### **1. SPARK**

Weekly personal development and soft skills sessions covering personal values, character development, time management.

### **2. EMPLOYABILITY WORKSHOPS**

Monthly workshops delivered by professionals covering tangible skills such as applying for jobs, self-promotion in interviews, routes into employment as well as rights and responsibilities in the workplace. During the year a number of these workshops were run of which two proved to be extremely popular.

An exciting workshop addressing myths and misconceptions about STEM careers was delivered by successful professionals Dr. Abigail Otchere and Donna Otchere. Their initiative through 'SiSTEM' not only supports women in STEM but also contributes to breaking stereotypes and encouraging more women, to pursue careers in science, technology, engineering, and mathematics.

A workshop teaching young women how to find relevant experience and highlight their transferable skills on their CV was incredibly valuable. Many of the participants face the challenge of building a CV without prior work experience, but there are numerous ways to showcase skills and qualifications gained through other activities.

### **3. CAREER CHAMPIONS**

Young women are matched with a professional whose career is aligned with the young person's career aspirations and can offer them targeted one to one career mentoring including support with job applications, interview prep, tips, advice and guidance as well as networking and work experience opportunities.

### **4. WORK EXPERIENCE**

Work experience bootcamps and career insight days: Meaningful experiences taking place in the school holidays, delivered in partnership with our corporate and community partners to provide an opportunity for young women to gain hands-on experience and insight into a particular career and workplace.

Over the Summer, we supported 9 girls with attaining work experience placements at a local solicitors' office, an architectural company in central London and Platform Cafe in Brixton. The girls' feedback was that it was a wonderful experience for them to gain confidence and develop new skills.

We also had 3 career insight days - Astrid & Miyu (a jewellery retailer), Passion Digital (a digital marketing agency) and Bureau of Silly Ideas (outdoor arts). During these trips, the girls gained insight into the various roles across different industries and engaged in employability focused activities.

Yet another group attended an apprenticeship event to learn all about STEM apprenticeships within business, finance, tech, engineering, and construction.



## **5. CAREER PANELS**

We held two career panels one to mark International Women's Day and another for Black History Month. We invite successful and inspirational women from a broad range of sectors to talk about their journeys, their challenges and top tips for turning aspirations into realities. The panelists represented a spectrum of professions and careers from a biomedical engineer to a restaurateur and television personality. Both were well attended with an average of 40 participants at each event.

These events are youth led and therefore provide a great opportunity for a handful of young people to host the event and develop important communication and leadership skills such as public speaking and facilitation.

## **6. YOUNG VOLUNTEERING**

Training and volunteering opportunities for young people to contribute positively to their community and gain important skills such as leadership.

**113 young women took part in 586 hours of employability activities**

## **COMMUNITY OUTREACH**

As part of our outreach strategy, we piloted the Sparking Futures employability programme with Saint Gabriel's College, a secondary school in Camberwell. Our goal was to increase recruitment avenues for our programmes while also deepening our networks within the local community. 18 students signed up from year groups 10 and 11 and they will be taking part in our Employability programme from September 2023.

We are currently in talks with 3 secondary schools that have an expressed interest in taking part in the programme in spring and autumn term 2024. This engagement has helped to increase the number of attendees for our Pizza and Chill sessions, a safe space for girls to meet and make friends, play games and feel a part of a community.

In partnership with Herne Hill Forum, we have agreed to host a literature festival for local primary schools in the spring term. Participating schools will receive the free opportunity for their students to enjoy an author event and this provides us the opportunity to promote Baytree's programmes and recruit for our Sparklers clubs, our after-school transition offer.

## **PRIORITIES FOR THE YEAR AHEAD**

- **Positive Activities & Wellbeing:** Embed mental wellbeing within all positive activities; continue to grow our physical activity offer and forge partnerships with specialist organisations to provide tailored offers in conjunction with our provision
- **Education:** Develop relationships with universities to engage specialist volunteers in academic subject areas to support the academic club provision with a particular focus on STEM clubs
- **Skills for Life:** Grow our outreach to engage more young women in our Spark portfolio of clubs with a particular focus on the transition years and strengthen the youth voice through the Baytree Youth Council
- **Employability:** Working closely with our Corporate Relations team grow the Career Champions element of the programme and develop more experiential experiences

### Youth Service Case study

Hanna is 18, Black British and lives with her two siblings and her parents in a council flat in Peckham. Hanna joined Baytree at the end of July as she heard about it from her younger cousin who attends afterschool activities at Baytree. Hanna had just finished her A-levels but was unsure of what she wanted to do with her future career. She was not sure if university was the right option for her and lacked a sense of direction and motivation. Hanna decided to take a gap year to buy her some time to figure out what her next step would be. Over the summer holidays, Hanna joined a wide range of Sparking Futures employability workshops and activities including the digital marketing career insight day with Passion Digital as well as the work experience bootcamp with Astrid & Miyu, both of which she enjoyed. She was able to develop some fundamental employability skills such as communication and time management and thanks to that was able to find a part-time job in retail.

Unfortunately, only 6 weeks after starting her new job, she was made redundant, due to the closure of the store. Hanna was disheartened and her confidence started to dip. When the Baytree Youth team started the recruitment process for the two Peer Mentors and Youth Support Worker, Hanna applied. She was desperate and reported that she thought this may be her only chance to find employment. She received support to write her CV and cover letter and prepare for the interview process. However, Hanna lacked confidence in the interview and was not able to demonstrate a passion for working with young people and was therefore unsuccessful in getting the role. As a result, she was matched with a career champion who was able to offer her bespoke support as well as information, advice, and guidance regarding her career options.

After a few sessions, her career champion was able to find out that Hanna in fact, ran her own small businesses, baking, and decorating cakes for special occasions. She had established a successful social media presence and was getting regular orders. She had not considered this relevant and had thus far not mentioned this in her CV. When Baytree was sent a job opportunity for the role of executive assistant of Apprentice contestant and successful restaurateur April Jackson, it seemed like the perfect fit for Hanna. Their joint love for good food, her passion and demonstrable skills in marketing and social media, and her hard work ethic all made her a good candidate. With the help of her career champion, Hanna applied for the role. In celebration of Black History Month, Baytree hosted a career event at which April spoke as one of the 5 panelists. Hanna attended the event and was encouraged to introduce herself to April. The two of them got on very well and April, impressed with her courage to approach her, invited Hanna for the interview. With the support of her career champion, Hanna prepared for her interview. She went in feeling confident, inspired and passionate about the job and was successful. She wrote to her career champion: *'I just wanted to thank you for your help. I really appreciate it. I just had my interview, and she has offered me a job :) I am so happy. Thank you so much for your help!'* Hanna is now working full-time with April Jackson, as her executive assistant. She is earning a very competitive salary and receives many company perks. Hanna and her career champion are still having regular check-ins and her career champion continues to offer her good advice and guidance that is helping her in her new role. Hanna is loving her new job and is starting to plan what her future may look like.



## INTO SCHOOL

During the first term of the academic year 22/23 we took the opportunity of reviewing, re-imagining and redesigning our **Into School** programme considering the changing immigration landscape. The programme was relaunched in February 2023 and has been a great success with a total of **48 migrant girls** aged 11-19 who have been out of education for weeks prior to registering at Baytree being supported, from various cultural backgrounds.

**93% reported to have increased their self-esteem  
and feel positive about their lives**

**146 sessions** have been delivered over a total of **445 hours** with **878 session attendances**.

**Girls on our Into School Programme** have benefited from the following:

- Two full days per week of classes (5 hours each day) including ESOL, Maths, Fitness and Cookery
- Opportunity to take exams (achieving an ESOL Entry 1 Full Award qualification)
- Educational offsite visits to **Lambeth College, South Thames College, Science Museum, Van Gogh House London**
- Workshops and positive activities including a literacy workshop facilitated by two well-known artists from the Netherlands (Nina Glockner and Sachi Miyake)
- A unique opportunity to participate in the **launch of WONDER Foundation's report on migrant girls' access to education in the UK in the Parliament**, at which event our girls spoke eloquently and compellingly about their experiences of the UK's education system
- Gaining work experience at **Platform Café**

One of the key features of the programme is to provide a wide range of opportunities for newly arrived migrant girls aged 11 to 18 to develop life skills in their new environment. In their English lesson in the Summer Term, girls undertook a project work on 'dining' and had a chance to collaboratively plan their own restaurant with writing up their own menus, hiring 'staff' and designing a logo while practising all skills (listening, speaking, writing, and reading) in addition to developing important skills for the 21<sup>st</sup> century, like critical thinking, creativity, and negotiation skills. This project was linked to their cookery lessons straight after which made it highly relevant and meaningful for them. During the cookery lessons, girls developed some basic cooking skills (e.g., handling the knife, safety in the kitchen, cutting skills) while practising vocabulary related to food and dining. At the end of the term, they made a small presentation about their restaurant in front of the group.

Five of our girls on the Into School Programme attended horse-riding lessons at **Ebony Horse Club** in Brixton and had the opportunity to learn horse-grooming skills, brushing the horses' coat and removing excess mud or dirt. Moreover, they learned how to place the saddle correctly on the horse before they started to learn basic trotting skills and changing direction while riding. All the girls have reported that these lessons improved their wellbeing, helped further develop their empathy and increased their self-esteem. They felt confident approaching any of the horses in the club and thought carefully about their interaction with them.

**Our exciting new after school EAL programme (English as an Additional Language)** has engaged 14 girls, who have joined us from schools in Lambeth, Croydon, and Southwark boroughs. These girls have benefited from the following features of the programme:

- English a Conversation Club, designed to develop the Basic Interpersonal Communication Skills of beginner and elementary users of English
- Educational offsite visits
- English with Maths, Science and Digital Skills Club, designed to develop the Cognitive Academic Language Proficiency skills of intermediate and above English speakers

### **Into School Case Study:**

This case study is about a Muslim family from Kuwait with asylum-seeking status accommodated in a bridging hotel allocated by the Home Office in London Bridge. Mr. and Mrs. Ahmed's four daughters were referred to us by an NHS Nurse practitioner and first visited our centre in March 2023. Nadia (17), Dona (15), Rahel (13) and Sara (12) have never had formal schooling in a state school, but they were educated in a Mosque where they studied classical Arabic and some Maths and English. All the girls have been out of education since their arrival to the UK in October 2022.

All girls were assessed for English language proficiency level at the start of the course with the following results: Nadia (ESOL Entry 1), Dona (pre-entry), Rahel (pre-entry) and Sara (pre-entry) and apart from Nadia, none of the girls were secure in their knowledge of the Latin Alphabet. Their confidence seemed to be very low, and they were quite despondent because of a lack of routine, interaction with the community and engagement.

The girls were enrolled into our Into School Programme at the end of March and their engagement in the activities was excellent. They diligently prepared for the ESOL lessons, did all the homework assigned and showed great curiosity about the different topics we covered. They visited the Science Museum with us and first time in their lives had a chance to dive into Scientific topics, learn about space and the development of medicine etc. They absolutely loved it! Nadia visited South Thames and Lambeth College with the group and successfully enrolled into an ESOL Entry 1 short course at Lambeth starting in May 2023. She reported that she was really enjoying her time in the college and hoped to continue her studies there.

Dona, Rahel and Sara continued to work hard in Into School and D was entered into ESOL Entry 1 Full Award exams and she successfully passed all components! Rahel and Sara made tremendous progress in all skill areas, listening, and speaking, reading, and writing. Both girls have grown so much in confidence that they can initiate a conversation with any member of staff in the building and have no difficulties asking questions and making requests. Sara and Rahel have made great progress in Maths too as it was reported by the Maths Teacher.

On 18<sup>th</sup> July, Dona, Sara and Rahel participated in the launch of WONDER Foundation's report on migrant girls' access to education in the UK in the Parliament, where they spoke eloquently and compellingly about their experiences regarding the education system of the UK and Baytree's support to them in front of three Members of the Parliament, Lords, and several educational experts from all over the UK. They made it very clear that there was a gap in the education system and unfortunately, they stood on the suffering end. Disappointingly, Southwark council had not responded to the family's school application for the girls despite numerous enquiries from our centre until our social mobility coach, who also worked closely with the family, contacted Duncan Lewis Law Firm regarding the family's struggle to secure school places for their children. Duncan Lewis sent a reminder to Southwark Council about their legal obligation of securing a school place.

All children have been admitted to schools and have made a successful start both in terms of academic and social engagement. We received telephone calls and emails from Notre Dame Catholic School reporting on the children's excellent attitude to learning, great curiosity and extreme eagerness to achieve good grades. Nadia who is studying ESOL full time in Lambeth College, decided to stay on the Into School Programme to make the most out of her week. The three younger daughters have enrolled into our one-to-one academic mentoring and EAL Programmes and their mother, Sara has enrolled into our ESOL class delivered by the Women's Service.

The family is extremely grateful for the support they have been given from various professionals at The Baytree Centre and they finally feel that their hopes and aspirations are turning into reality.

## **YOUTH MENTORING PROGRAMME**

### **What we have achieved and what we've learnt**

Throughout the academic year, the Youth Mentoring Programme has offered academic support to **83 girls** aged 8 - 20, mainly in the subjects of English, Science and Maths. Mentors also encouraged their mentees to work towards their personal development, educational and/or future professional goals, using our Character Development framework.

Our hybrid approach, which combines online and face-to-face sessions, has proven to be very successful and has helped to improve mentor retention. For those mentees who receive online mentoring and live in overcrowded accommodation, we have provided them with the option to come to our centre, use one of our laptops, and have their session in a quiet and distraction-free environment.

We conducted five Volunteer Induction & Mentoring training sessions, both online and in-person, where we welcomed 37 new volunteers. All mentors were given the opportunity to schedule 1-1 supervision meetings with the Mentor Coordinator. Additionally, our mentors took part in a workshop on Character Development, which was offered to all volunteers. This helped them gain a better understanding of the holistic approach that we follow at Baytree and provided them with different ways to apply the framework to their mentoring sessions.

The creation of WhatsApp group chats between the Mentoring Coordinator, the Mentee's parent/carer, and the Mentor played a vital role in facilitating communication. It became an essential channel to improve attendance confirmation from both parties; it also gave direct access to information and resources that were added to the group chat description. It has proved to be an effective tool in increasing parental/carer engagement.

We reviewed and improved our monitoring and evaluation tools which led to changes in the Youth Questionnaire and led to us implementing a Volunteer Observation Tool. We are pleased to report that there has been significant improvements in participants self-esteem and life-skills.

**94% IMPROVED SELF-ESTEEM | 90% IMPROVED LIFE-SKILLS**

We launched the Cambridge CEM assessment tool to monitor the academic progress of secondary school girls. This tool generates reports with test results and recommendations, which have been shared with mentors and parents. Considering the assessment's characteristics, we opted to introduce this tool exclusively for secondary school girls. The CEM assessment was successfully undertaken by mentees and the findings suggest that girls are performing at an average rate compared to the national average.

**83% REPORTED IMPROVED ACADEMIC ENGAGEMENT**

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As a part of our BYB partnership funding, we piloted a Peer Mentor programme and hired two Peer Mentors. Their duties included session facilitation and some limited peer-to-peer mentoring. They received extensive training and weekly supervision. While the Peer Mentors were helpful in facilitating Junior Sparks and Sparklers sessions, peer mentoring presented challenges in terms of safeguarding and building rapport with the girls. So, it has been decided not to continue with the programme.

We have developed a Parent Engagement programme that focuses on improving communication and engagement with parents/carers whose daughters are enrolled in the Youth Service. We carried out extensive consultations to identify parenting needs and challenges. Based on our findings, we have hired an external facilitator to conduct a series of interactive workshops called ProParent. These workshops will take place from September to December 2023 and are designed for those whose children are benefiting from the Youth Service. The sessions will cover various important topics such as effective study techniques for children and emotional intelligence.

We completed the Mayor of London Mentoring Quality Framework and developed a comprehensive mentoring development plan with key action points and timeframes to improve our programme. Moreover, we had the opportunity to deliver a presentation on Monitoring & Evaluation in the context of mentoring to London Youth. Other mentoring organisations that attended the session provided positive feedback, highlighting the relevance and usefulness of our insights.

To meet the increasing demand for the Youth Mentoring Programme we hired a Mentoring Coordinator who joined us in August 2023.

#### **PRIORITIES FOR THE YEAR AHEAD**

- **Increase mentoring pairs** - One of our key priorities is increasing the recruitment of mentors and mentees to achieve the overall target of 100 active mentoring relationships throughout the academic year. We will explore and expand our outreach methods in order to attract more mentees and mentors. We will also define the profile target of the girls we provide mentoring to, prioritizing those from low-income households.
- **Continue improving mentors' engagement** - Our retention rate for the academic year transition stands at 84%. We are committed to improving this rate by providing ongoing support and engagement strategies. In October 2023, a facilitator will conduct a Volunteer Sharing session, where mentors will be invited to participate. This session aims to create a sense of community among volunteers and give them an opportunity to discuss their experiences. We will also reinforce mentor supervision to ensure the quality and effectiveness of the mentoring relationships.
- **Mentoring Quality Framework** – Successfully complete all actions required of our development plan.
- **Into School Mentoring** – We will prioritise the matching of Into School girls. We will also work on creating special resources and training materials for the mentors and mentees part of the IS mentoring, addressing their unique needs and challenges in education.
- **Continue the Parent Engagement Programme** - We will put emphasis on working towards involving parents more actively in the mentoring programme, recognising their vital role in their children's education, by implementing the Parental Engagement Journey. We will also encourage mentee's mums to engage in the WS activities if we think they would benefit from them and maintain regular meetings with the mum's Social Mobility Coach. Additionally, we will use the feedback gathered from the ProParent sessions to develop new ways of engaging and supporting mums whose daughters benefit from mentoring.

### **Youth Mentoring Case study**

In this case study, we explore the mentoring journey of Alia, a 13-year-old residing in Brixton, who with the guidance of her mentor, Ozo, overcame challenges and blossomed academically and personally through the Baytree program.

Alia's family lived in the Brixton area but never heard about Baytree until May 2022. They learned about the organisation through word of mouth and sought support for their daughter. They thought Alia would particularly benefit from the Sparklers programme, because of the many signs of shyness and anxiety that she had shown in unfamiliar social situations. Alia had also been diagnosed with autism spectrum disorder and attention deficit hyperactivity disorder (ADHD) and that added weight to her personal and academic development. After attending a couple of Sparklers sessions, Alia heard about the mentoring programme and felt more inclined to engage with 1-1 support rather than group activities in that moment. Besides, it was a great opportunity to improve her English comprehension, Mathematics, and communication skills.

Alia's mentoring journey began on October 6th with the first introductory session with her mentor, Ozo, who played a crucial role in her academic development. An initial assessment was conducted to evaluate Alia's level in Vocabulary, Maths, and Non-Verbal reasoning. While Anna overall performance was "in line with expectation," Mathematics posed a challenge. Seeing this, Ozo and Alia's mum decided that one of the main goals would be to improve her math skills and improve her personal skills with a focus on resilience to help reduce exam stress.

Ozo used a variety of online resources, including Mathletics - a Maths platform - to improve Alia's mathematical abilities. Measurable progress was evident as Alia's confidence and competence in this subject improved noticeably. Additionally, efforts were made to foster Alia's reading skills, with engaging discussions centered around books like 'Charlie and the Chocolate Factory' and 'Matilda.' These literary adventures contributed to Alia's growth as a student and reader.

One of the main challenges in Alia and Ozo's mentoring journey was engagement. Although their first session took place face-to-face at the Baytree Centre, the rest of their mentoring session would be online. However, between trying to maintain Alia's concentration and the poor Wi-Fi connection, Ozo struggled to engage through the camera with Alia. To overcome this, Alia started connecting remotely from Baytree, where a quiet space, good internet connection and a laptop was provided. Additionally, Ozo included online interactive games in the sessions to maintain Alia's engagement. These included activities like Hangman, Battleship and quizzes. These engaging activities served a dual purpose: they made the sessions enjoyable for Alia and helped build a strong rapport and trust between mentor and mentee. The mentor's commitment to fostering a comfortable and supportive environment encouraged Alia to participate and engage actively in the mentoring process.

The mentoring relationship went beyond academics, focusing on Alia's personal development. Tailored worksheets and discussions were instrumental in shaping Alia's qualities, such as resilience, fairness, self-control, and good judgment. The holistic approach adopted by the mentor ensured that Alia not only excelled academically but also grew as an individual. This approach aimed to nurture a well-rounded, confident, and empowered mentee.

Alia and Ozo had their last session on 13th July 2023, after a journey that lasted one academic year. After a year of weekly mentoring sessions, Alia's family and Ozo saw progressively a more confident version of Alia, who now was able to ask questions when she didn't understand something and was more comfortable in social environments. Alia found at Baytree a safe space in which to work on her academic and personal development with the 1-1 support of Ozo, and she now has the tools to apply to her everyday life.

## BAYTREE'S VOLUNTEER SERVICE

Volunteering remains a key component of Baytree's model of delivery. 2022-23 has been a year of remarkable achievements, thanks to the unwavering commitment of our volunteers. With an exceptional team we have not only managed to maintain the quality of our services but have also expanded our reach to provide a diverse range of skills and experiences, enriching our programmes in the process.

### Recruitment and Retention

We have maintained our commitment to recruitment and retention, strengthened by our hybrid approach in Youth Mentoring and Women Befriending initiatives. These programmes offer flexibility, allowing sessions to be conducted either online or in person, ensuring our services are accessible and adaptable to the needs of our community.

This year, **229** unique volunteers supported Baytree's users. Their skills, passion, and unwavering commitment have ensured the smooth delivery of services across various programmes:

**59 Youth Service volunteers**

**84 Youth & Into School mentors**

**7 Women Service volunteers**

**13 Women's Service befrienders**

**61 Interns and general volunteers**

**11 Young volunteers and work experience**

### Delivery

Volunteers generously contributed **5,742 hours**. Volunteer-led after-school clubs are integral to our youth activities and in Youth Mentoring, providing crucial academic support to girls. Additionally, volunteers in the Women's Service have been instrumental in providing one-on-one conversation support, leading conversation clubs, and offering much-needed English and literacy practice. Also, their involvement in Wellbeing Wednesday sessions has been invaluable, contributing significantly to the success of these events.

### Volunteer Experience

Volunteers at Baytree have shared many benefits from their experience, highlighting the opportunity to teach new skills and engage positively with the girls in our supportive environment. The chance to connect with people from diverse backgrounds has enriched their mental well-being, deepening their sense of purpose and personal growth.

*"Volunteering at Baytree helps me to put all my problems away and allows me to focus on something good"*



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During the 2022-2023 academic year, we received feedback responses from 22% of our volunteers. The table below illustrates the outcomes of the Volunteer Service, as gathered from the questionnaire responses. It is noteworthy that the highest outcome, at 87%, indicates that volunteers' express satisfaction with the support, supervision, and training they have received.

Outcomes	%
Satisfied with the support, management and training they received	87%
Felt they improved their personal skills set	75%
Felt volunteering helped in their job trajectory	47%
Felt that diverse environment helped build their social network	55%
Experienced an increased sense of cultural identity	70%
Remote Online Volunteering	79%

Apart from the inquiries related to the outcomes, volunteers engaged in online mentoring reported the following:

- The promptness in addressing queries and concerns (94%)
- The usefulness of available resources (94%)
- Whether volunteering has alleviated feelings of isolation (55%)
- Whether volunteering has positively contributed to their overall sense of well-being (80%)

### Case Studies

Ana, a compassionate soul from Brazil, embodies the essence of community spirit at Baytree. As the mother of a lively 10-year-old daughter, Ana joined Baytree back in 2016, when she started attending ESOL classes. Her story isn't just one of receiving help; it's a testament to the transformative power of empathy and giving back.

During her journey to obtain a childcare qualification outside the ESOL classes, Ana noticed a gap in Baytree's afternoon delivery. Mothers with young children, unable to participate in activities, often found themselves with time to spare and little to do. Therefore, Ana, with her keen observation and caring nature, decided to bridge this gap.

With quiet determination, Ana organised mother-and-child storytime sessions in our canteen. These sessions not only filled idle hours with enriching activities but also created moments of connection and learning for our community. Her actions spoke volumes, demonstrating how small initiatives can make a significant difference.

Ana's generosity extended beyond our walls. She generously dedicated her time and energy to represent the Baytree Centre at outreach fairs. Ana also acted as a valuable bridge by assisting with translations during workshops for our Portuguese-speaking attendees. Her contributions went even further, as she generously donated a sum of her own money to support the Baytree Centre, giving back to the very place that had supported her.

Ana's story reminds us of the profound influence one person's kindness and determination can have on a community. We are deeply grateful for her meaningful contributions and support.



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Laura is a vibrant 54-year-old Baytree volunteer living in Brixton. She's not just any volunteer; she's a force of positivity and determination, currently embarking on her Information Advice and Guidance course through a local service provider. Laura's been volunteering as a Women Befriender since April to fulfill her course requirements, and in the process, she's been paired with a Baytree ESOL student with specific goals.

Laura's mentee's goals include passing the Life in the UK exam and developing essential life skills like community integration, confidence, and communication. Armed with the knowledge she gained from her Information Advice and Guidance course; Laura became a great of support for her mentee. Together, they've ventured beyond the Baytree Centre to places like the local library, where they've practised for the Life in the UK exam.

Laura's active involvement not only enriched her coursework but also provided invaluable experience for future employment opportunities. Each session became a two-way street of learning and growth.

Laura's commitment and adaptability make her a key contributor to Baytree.

### **PRIORITIES FOR THE YEAR AHEAD**

**Corporate Volunteering relationships** – In the upcoming year, we will focus on strengthening our corporate volunteering relationships. We aim to maximise our existing networks to develop programmes offering meaningful opportunities to our users and generating financial support. Incorporating career mentoring through volunteer career champions, corporate experiences, and internships will provide previously inaccessible opportunities for girls.

**Investing in Volunteers Accreditation** – we are committed to renewing our Investing in Volunteers Accreditation. This renewal demonstrates the importance we give to supporting volunteering, and it highlights the invaluable contributions of our volunteers to the lives of women and girls who come to Baytree.

## PARTNERSHIP WORK

Working in partnership is part of our collaborative value. It is essential to achieve better results for the people we serve. With all the charities we collaborate with, we share expertise, skills and resources and these partnerships also allow us to have a deeper insight into local needs and service available.

Baytree is an active and founding member of three consortia:

**BUILDING YOUNG BRIXTON (BYB)** has seen progress and growth over the last year. The partnership has undergone significant developments and positive changes with the following key achievements and activities.

**Review and Restructuring:** The Steering Group conducted workshops to critically assess BYB's core principles, decision making processes, ambitions, governance structures and membership criteria. The review led to the creation of a new BYB Handbook, partnership agreement and a tiered membership structure. These changes indicate a proactive approach to ensuring the consortium's effectiveness.

**Partnership Expansion:** BYB invited other local organisations to join the partnership. More than 20 youth organisations and community groups applied and after a thorough selection process Step Now and Big Kid were accepted as associate members, contributing to the new three-tiered governance structure.

**Funding & Support:** BYB secured extension funding from the GLA and this funding allowed the partnership not only to increase its delivery but also to offer mini grants to five local organisations. These grants were aimed at helping these organisations enhance their mentoring capacity and meet the mentoring quality framework requirements.

**Collaboration Toolkit:** The Collaboration Toolkit, developed in collaboration with BYB Partners, was launched and made available for download on the BYB website. This toolkit provides valuable insights and resources based on collective learning from 6 years of partnership working. The fact that it has been downloaded more than 40 times in just two months shows the demand and interest in such collaborative resources.

These achievements demonstrate BYB's commitment to improving its operations, expanding its network and supporting local youth organisations. They also highlight a strong focus on collaboration and sharing knowledge with the community through initiatives like the Collaboration Toolkit.

BYB has made significant strides in enhancing its role in the community and promoting effective youth engagement and support. Last year the partnership supported more than 1,500 local young people.

**ECOSYSTEMS COLDHARBOUR** is funded by the Violence Reduction Unit (VRU) MyEnds programme and is now in its 3<sup>rd</sup> year. The Consortium aims to address root causes of violence affecting young people and the community and to provide positive opportunities with a specific focus on tailored interventions.

The partnership is made up of 5 local organisations, each of them embedded within the community and each with specialisms which cover the spectrum of support (Universal; Early Intervention & Prevention; Targeted support & Specialist support).

Following a recent review the **Key Learnings** are: 1. Community led approach proved beneficial to the community, statutory partners and the Consortium; 2. Change takes time, requires patience & empathy; brokering relationships & trust between the community, statutory partners & providers takes time, but is

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critical to success; 3. Young people need real experiences, solutions and opportunities; less consultation, more action; 4. Great need for parent support in raising and advocating for their children; 5. Simplified access to funding is needed; 6. Human needs must be addressed in order to engage the most vulnerable; 7. More flexibility with funding outcomes enables more creative solutions & improved results.

**Key outcomes** 1. Stronger community networks with a shared commitment; 2. Greater capacity within community networks; 3. More inclusive decision making between stakeholders.

Through our **PLACE FOR ALL PARTNERSHIP**, we have continued to work in close collaboration with our local charity partners High Trees and IRMO (the Indo American Refugee Organisation). The conclusion of our initial four-year grant from the National Lottery provided excellent opportunities for learning and reflection; we were particularly pleased with the outcomes of the independent external evaluation undertaken and the creation of a new Partnership Terms of Reference to ensure the partnership's sustainability going forwards. With a refreshed sense of purpose, we were delighted to receive extension funding from the Greater London Authority for the partnership's successful Advice In Community Settings outreach services, reaching more of those in need by delivering not only in house but also at local Children's Centres, school, foodbanks and faith settings. Based on our learnings regarding the expanding need for advice services witnessed through that programme, the three existing partners then joined forces with two more organisations (LAWRS (the Latin American Women's Rights Service) and the Southwark Law Centre) to secure funding for an exciting and ambitious new programme, aimed at building the strength and resilience of the local advice sector. Funded by the City Bridge Trust and the London Legal Support Trust, we will shortly be welcoming our first cohort of 4 trainee advisors who will undertake a 10-month training programme across the five organisations through which they will secure their Level 3 Information Advice and Guidance qualifications as well as the work experience necessary to begin their careers in this fast-growing sector.

In addition to these formal partnerships, Baytree works in close collaboration with many other local services, including:

- Centre 70 – housing and welfare benefits advice
- Cambridge House Legal – welfare benefits, housing and other legal advice
- Zing Learning – employability workshops
- Old Spike Roastery, Julius Rutherford, Penrose Care, Arepa and Co, Home Start – employment and volunteering opportunities
- Children's Centres - Brixton and Stockwell and North Lambeth Better Start areas
- GAIA and Solace Women's Aid - violence against women and counselling
- CAP – debt advice
- LEAP – various
- Lambeth Children's and Families and VAWG working groups
- Lambeth (and other local boroughs) Early Help and Children's and Adults Social care

## **FINANCIAL REVIEW**

Although our overall income has fallen this year, our unrestricted income excluding investment income has risen by nearly 5% due to the focus on corporate giving. Our investment income comes from interest on our cash reserves and so has risen substantially this year.

We have been able to support 17% more women beneficiaries this year and our costs for the Women's service have increased accordingly. We have supported 8% more youth beneficiaries but our increase in Youth Service costs is greater as we were able to fill all of our Youth Service positions compared to last year when we had savings due to staff vacancies. Our volunteers were able to deliver 50% more hours with an increase of costs in the service of only 20%. We have spent more on our beneficiaries than we received during the year as we wanted to maintain or increase the same service for our beneficiaries. Long term support is a key element of our strategy of support. Fortunately we had some restricted funds which allowed us to do this.

The charity has free reserves of £690,951 which represents about 8- or 9-months expenditure on charitable activities. In reviewing its reserves requirement, the trustees have considered the cost of delivering our programmes. The funding cycle is about a year long and we would therefore like to have 12 months reserves at any one time. We initially aimed to achieve this within 5 years and although we have not achieved this, we are happy to have secured sufficient funding for the current year and some for 2024.

The restricted funds are not included in the trustees' view of reserves as restricted funds are held by the charity for specific projects and will normally be spent within 6 months.

It is no longer feasible to develop the building for social investment to provide an income for the charity and therefore the designated building fund of £200,000 has been returned to unrestricted reserves.

### **Risk Management**

The trustees keep a risk register which is reviewed periodically. The trustees recognise that the charity is subject to operational and financial risks and they believe they have procedures in place to reduce these risks

- To human life and welfare, by the adoption of health and safety policies and training
- To young and vulnerable people, by having in place suitable policies and procedures. Ongoing training for the Safeguarding team and all staff is monitored and we review the procedure once a year
- To charity resources, by appropriate control procedures and monitoring

The Baytree Centre relies on the following advisors:

**Auditor:** Goldwins, London, NW6 2EG

**Bank:** HSBC, Brixton, London

The Baytree Centre address: 300 Brixton Road, Brixton, London SW9 6AE

Governing Document: Constitution of a Charitable Incorporated Organisation

### **Management Team:**

Caroline Guarnaccia, Chief Executive Officer, also responsible for the Youth Service;

Carmen Gonzalez, Fundraising and Development Director;

Anna Iacuzzi, Women Service Director

Our recruitment of a new CEO is continuing in 2023 as Caroline Guarnaccia will be retiring in March 2024.

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**Trustees**

Trustee Name	Office	Appointment	Office Appointment	Resigned	Tenure Ends
Ozohu Adoh		06.07.2022			06.07.2025
Ana-Carolina Aranda		18.10.2023			
Liz Beh		11.05.2022			11.05.2025
Laura Carderera		01.12.2021		8.2.2023	
Marie Claire Daaboul		06.05.2021			06.05.2024
Tsede Hailu	Chair	11.01.2021	08.11.2021		11.01.2024
Chinedu Maduakar		06.07.2022		18.10.2023	06.07.2025
Ekene Olele	Secretary	13.12.2018	21.05.2020		21.05.2026
Sophia Pain	Treasurer	11.11.2017	25.10.2018		25.10.2024

During the year we advertised our trustee role and went through a round of interviews. Our governing document allows for 9 trustees. We were mindful of our ethnic diversity and tried to match that of our beneficiaries. As a result the ethnic percentages are:

**Ethnicity**

	Lambeth	BAYTREE Beneficiaries	Trustees 2022	Trustee 2023
	%	%	%	%
White	38	2	11	13
White other	18	7	0	0
Black	13	46	44	54
Asian	19	6	22	13
Mixed	7	4	11	13
Other	5	35	12	7
Total	100	100	100	100

### **Statement of trustees' responsibilities for an unincorporated Charity/CIO**

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102. The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England & Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of the income and expenditure of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements, and
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed/constitution. They are also responsible for safeguarding the assets of the charity and hence, for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Tseday Hailu

13 December 2023

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**REPORT OF THE TRUSTEES**

---

The Baytree Centre acknowledges and thanks the generosity of funders and donors through the grants, sponsorship, commissioning and donations received in 2022-2023 which have enabled us to provide the much-needed services and support for women, girls and families in the local community.

BBC Children in Need  
City Bridge Foundation: Cornerstone Fund (BYB Partnership)  
City of London Corporation (Inspiring Cultures)  
EA Foundation  
Garfield Weston Foundation  
GLA New Deal for Young People (BYB Partnership)  
GLA: Advice in Community Settings (PFA Partnership)  
GLA: Young Londoners Fund: Thrive  
John Coates Charitable Trust  
John Lewis Foundation  
Lloyds Bank Foundation  
London Borough of Lambeth EIPS (Early Intervention and Play Services)  
London Community Fund  
L'Oreal Fund for Women  
Nationwide Building Society (Community Grants)  
Nike: King Baudouin Foundation  
Peter Stebbings  
Sir Walter and St John Charity  
Porticus  
Sisters of the Holy Cross CIO  
Sports England Jubilee Fund  
St James Place  
Terra Firma Charitable Trust  
The Charles Plater Trust  
The Childhood Trust in partnership with The Big Give  
The Henry Smith Charity  
The Mercers Company  
The National Lottery Community Fund (TNLCF)  
Violence Reduction Unit (VRU): My Ends - Community Connectors (Ecosystems Coldharbour Partnership)  
Walcott Foundation  
William Wates Memorial Trust  
WONDER Foundation  
And our sincere thanks to the many individuals and organisations who generously helped financially & in kind.



**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**Independent Examiner's Report to the Trustees of the Baytree Centre**

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I report to the trustees on my examination of the accounts of the Baytree Centre (CIO) for the year ended 31 August 2023.

**Responsibilities and basis of report**

As the charity trustees of the Trust 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**

Since the Trust's gross income exceeded £250,000 I confirm that I am qualified to undertake the examination because I am a member of the ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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 to enable a proper understanding of the accounts to be reached.

*Anthony Epton*

Anthony Epton BA FCA CTA FCIE  
Goldwins  
Chartered accountants  
75 Maygrove Road  
West Hampstead  
London NW6 2EG

14 December 2023

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)**

		Unrestricted	Restricted		Unrestricted	Restricted	
		Funds 2023	Funds 2023	2023	Funds 2022	Funds 2022	2022
	Note	£	£	£	£	£	£
<b><u>Income</u></b>							
Donations and Legacies	3	113,178	-	<b>113,178</b>	116,312	7,842	124,154
Charitable activities	4	217,833	524,910	<b>742,743</b>	199,828	664,898	864,726
Investment Income	5	32,642	-	<b>32,642</b>	2,918	-	2,918
<b>Total income</b>		<b>363,653</b>	<b>524,910</b>	<b>888,563</b>	<b>319,058</b>	<b>672,740</b>	<b>991,798</b>
<b><u>Expenditure</u></b>							
Costs of raising funds	6	45,688	-	<b>45,688</b>	39,303	-	39,303
Charitable activities	7						
Women Service		143,421	284,569	<b>427,990</b>	106,889	264,241	371,130
Volunteer Service		52,645	32,500	<b>85,145</b>	34,495	36,300	70,795
Youth Service		128,482	264,346	<b>392,828</b>	6,317	269,552	275,869
<b>Total Expenditure</b>		<b>370,236</b>	<b>581,415</b>	<b>951,651</b>	<b>187,004</b>	<b>570,093</b>	<b>757,097</b>
Net loss before transfers		(6,583)	(56,505)	<b>(63,088)</b>	132,054	102,647	234,701
Transfer between funds		-	-	-	-	-	-
Net movement in funds	8	(6,583)	(56,505)	<b>(63,088)</b>	132,054	102,647	234,701
Total funds brought forward		697,534	244,661	942,195	565,480	142,014	707,494
<b>Total Funds carried forward</b>		<b>690,951</b>	<b>188,156</b>	<b>879,107</b>	<b>697,534</b>	<b>244,661</b>	<b>942,195</b>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**BALANCE SHEET**

		2023		2022	
	Notes	£	£	£	£
<b>Fixed assets</b>					
Tangible assets	10		70,325		81,732
<b>Current assets</b>					
Debtors	11	20,243		41,829	
Cash at bank and in hand	12	915,423		1,025,420	
<b>Total Current Assets</b>		<b>935,666</b>		<b>1,067,249</b>	
<b>Creditors: amounts falling due within one year</b>	<b>13,14</b>	<b>(126,884)</b>		<b>(206,786)</b>	
<b>Net current assets</b>			<b>808,782</b>		<b>860,463</b>
<b>Total assets less current liabilities</b>			<b>879,107</b>		<b>942,195</b>
<b>Creditors: amounts falling after more than one year</b>			<b>-</b>		<b>-</b>
			<b>879,107</b>		<b>942,195</b>
<b>Funds</b>					
Unrestricted			690,951		497,534
Designated			-		200,000
Restricted	17		188,156		244,661
			<b>879,107</b>		<b>942,195</b>

The financial statements were approved by the Board on 13<sup>th</sup> December 2023 and signed on their behalf by



Tseday Hailu  
Chair



Sophia Pain  
Treasurer

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**STATEMENT OF CASHFLOW**

		<b>2023</b>	<b>2023</b>	<b>2022</b>	<b>2022</b>
	Notes	£	£	£	£
<b>Cash flows from operating activities:</b>					
Net cash provided by/(used in) operating activities	20		(142,639)		157,615
<b>Cash flows from investing activities:</b>					
Dividends, interest and rents from investments		32,642		2,918	
Proceeds from sale of fixed assets		-		-	
Purchase of fixed assets		-		-	
Proceeds from sale of investments		-		-	
Purchase of fixed assets		-		-	
<b>Net Cash provided by/(used in) investing activities</b>			<b>32,642</b>		<b>2,918</b>
<b>Cash flows from financing activities</b>					
Repayment of borrowing		-		-	
Cash inflows from new borrowing		-		-	
Receipt of endowment		-		-	
<b>Net Cash provided by/(used in) financing activities</b>			<b>-</b>		<b>-</b>
<b>Changes in cash and cash equivalents in the year</b>			<b>(109,997)</b>		<b>160,533</b>
Cash and cash equivalents at the beginning of the year			1,025,420		864,887
<b>Cash and cash equivalents at the end of the year</b>	21		<b>915,423</b>		<b>1,025,420</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS**

---

**1. Basis of Preparation**

**1. Basis of accounting**

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102 – effective 1 January 2015) (Charities SORP FRS102)

The Baytree Centre constitutes a public benefit entity as defined by FRS 102.

**2. Going Concern**

The Trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next accounting period.

**2. Accounting Policies**

**2.1 Income**

**Recognition of income**

These are included in the Statement of Financial Activities (SoFA) when

- the charity becomes entitled to the resources; it is more likely than not that the trustees will receive the resources; and
- the monetary value can be measured with sufficient reliability.

**Offsetting**

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

**Grants and donations**

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

**Legacies**

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Income from legacies and donations is accounted for on a received basis and grossed up for any tax recoverable.

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

---

**Government grants**

The charity has received government grants in the reporting period

**Contractual income and performance related grants**

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

**Donated goods**

In accordance with the Charities SORP (FRS 102), the general volunteer time is not recognised, we are very aware of the great benefit the charity receives from all its volunteers, please refer to the trustee's annual report for more information about their contribution.

**Support Costs**

The charity has incurred expenditure on support costs.

**Income from interest, royalties and dividends**

Interest on funds on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

**2.2 Expenditure and Liabilities**

**Liability recognition**

Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty. Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

**Governance and support costs**

Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

**Deferred income**

No material item of deferred income has been included in the accounts.

**Creditors**

The charity has creditors which are measured at settlement amounts less any trade discounts.

**Provisions for liabilities**

A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date.

## **2.3 Assets**

### **Tangible fixed assets for use by charity**

These are capitalised if they can be used for more than one year, and cost at least £5,000. They are valued at cost. Fixtures and fittings are depreciated over 10 years straight line.

### **Operating Leases**

Rental charges are charged on a straight-line basis over the term of the lease.

### **Investments**

Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current assets.

### **Debtors**

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

### **Current asset investments**

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity date of less than one year held for investment purposes rather than to meet short term cash commitments as they fall due.

They are valued at fair value except where they qualify as basic financial instruments.

### **Pensions**

The charity operates a stakeholder pension scheme.



**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**3. Income from Donations and Legacies**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Donations and Legacies</b>				
Trusts & Foundations	7,000	-	<b>7,000</b>	40,842
Corporate	23,839	-	<b>23,839</b>	5,024
Individuals	82,339	-	<b>82,339</b>	78,288
<b>Total</b>	<b>113,178</b>	<b>-</b>	<b>113,178</b>	<b>124,154</b>

Donations and Legacies (prior year)			<b>Total</b>	<b>Total</b>
			<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Trusts & Foundations	33,000	7,842	<b>40,842</b>	4,000
Corporate	5,024	-	<b>5,024</b>	2,515
Individuals	78,288	-	<b>78,288</b>	40,023
<b>Total</b>	<b>116,312</b>	<b>7,842</b>	<b>124,154</b>	<b>46,538</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**4. Income from Charitable Activities**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Women Service	136,602	313,674	<b>450,276</b>	410,886
Youth Service	67,479	208,736	<b>276,215</b>	369,944
Volunteering	13,753	2,500	<b>16,253</b>	83,896
<b>Total</b>	<b>217,833</b>	<b>524,910</b>	<b>742,743</b>	864,726

Income from charitable activities (prior year)			<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Women Service	111,920	298,966	<b>410,886</b>	485,935
Youth Service	70,911	299,033	<b>369,944</b>	360,440
Volunteering	16,997	66,899	<b>83,896</b>	96,409
<b>Total</b>	<b>199,828</b>	<b>664,898</b>	<b>864,726</b>	942,784

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**Source of Charitable income**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Grants	214,603	503,910	718,513	839,210
Contracts	-	21,000	21,000	23,000
Fees	3,230	-	3,230	1,036
Other charitable activities		-	-	1,480
<b>Total</b>	<b>217,833</b>	<b>524,910</b>	<b>742,743</b>	<b>864,726</b>

Source of Charitable income (prior year)				
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2022</b>	<b>Total 2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Grants	197,312	641,898	839,210	941,804
Contracts	-	23,000	23,000	-
Fees	1,036	-	1,036	980
Other charitable activities	1,480	-	1,480	-
<b>Total</b>	<b>199,828</b>	<b>664,898</b>	<b>864,726</b>	<b>942,784</b>

**Analysis of Government Grants**

	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>
ACS with IRMO	18,843	18,309
Coldharbour Ecosystems	31,154	42,538
GLA Young Londoners COVID	-	9,397
GLA NDYP Mentoring	19,648	10,678
GLA LPAC	2,000	-
YLF	4,500	27,900
<b>Total</b>	<b>76,145</b>	<b>108,822</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

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**5. Income from investments**

	<b>Unrestricted</b>	<b>Restricted</b>	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Bank interest	32,642	-	<b>32,642</b>	2,198
<b>Total</b>	<b>32,642</b>	<b>-</b>	<b>32,642</b>	<b>2,198</b>

All investment income in 2022 was unrestricted.

**6. Expenditure on raising funds**

	<b>Total 2023</b>	<b>Total 2022</b>
	<b>£</b>	<b>£</b>
Staff Costs	32,754	32,263
Direct Costs	12,934	7,040
	<b>45,688</b>	<b>39,303</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**7. Analysis of expenditure**

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2023 Total
	£	£	£	£	£	£
Staff Costs	20,374	224,133	202,422	37,380	222,845	<b>707,154</b>
Direct Costs	1,740	15,269	25,391	618	39,438	<b>82,456</b>
Premises					145,764	<b>145,764</b>
Governance Costs					16,277	<b>16,277</b>
	<b>22,114</b>	<b>239,402</b>	<b>227,813</b>	<b>37,998</b>	<b>424,324</b>	<b>951,651</b>
Support costs	22,670	181,354	158,685	45,338	(408,047)	
Governance	904	7,234	6,330	1,809	(16,277)	
<b>Total</b>	<b>45,688</b>	<b>427,990</b>	<b>392,828</b>	<b>85,145</b>	<b>-</b>	<b>951,651</b>

Support and Governance costs are allocated on the basis of use of the building.  
Of the total expenditure, £370,236 (2022: £187,004) was unrestricted and £581,415 (2022: £570,093) was restricted.

Analysis of expenditure (prior year)

	Charitable Activities					
	Cost of Raising Funds	Women Service	Youth Service	Volunteer Service	Support Costs	2022 Total
	£	£	£	£	£	£
Staff Costs	19,231	205,089	111,879	32,302	234,583	<b>603,084</b>
Direct Costs	1,048	13,851	30,823	445	30,302	<b>76,469</b>
Premises					63,440	<b>63,440</b>
Governance Costs					14,104	<b>14,104</b>
	<b>20,279</b>	<b>218,940</b>	<b>142,702</b>	<b>32,747</b>	<b>342,429</b>	<b>757,097</b>
Support costs	18,240	145,922	127,682	36,481	(328,325)	
Governance	784	6,268	5,485	1,567	(14,104)	
<b>Total</b>	<b>39,303</b>	<b>371,130</b>	<b>275,869</b>	<b>70,795</b>	<b>-</b>	<b>757,097</b>

Support and Governance costs are allocated on the basis of use of the building.  
Of the total expenditure, £187,004 (2021: £24,679) was unrestricted and £570,093 (2021: £800,116) was restricted.

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

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**8. Net movement in funds**

This is stated after charging:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Depreciation of tangible assets	11,407	11,408
Operating lease rentals: equipment	-	-
Independent examiner's fee	2,750	2,750
	<hr/>	<hr/>

**9. Staff Costs**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Salaries and wages	640,302	548,270
Social Security Costs	54,474	43,802
Employer's contribution to defined contribution pension scheme	12,379	11,012
	<hr/>	<hr/>
	707,154	603,084
	<hr/>	<hr/>

One employee earned between £60,000 to £69,999 in the year (2022 one).

The total employee benefits including pension contributions of the key management personnel were £177,334 (2022: £144,560).

Redundancy payments of nil (2022: £2,314) were made during the prior year.

The average monthly headcount, analysed by function was as follows:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Direct charitable expenditure	24	21
Central Management	3	3
	<hr/>	<hr/>
	27	24
	<hr/>	<hr/>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**10. Tangible fixed assets**

	<b>Fixtures, Fittings &amp; equipment</b>	<b>Total</b>
	<b>£</b>	<b>£</b>
<b>Cost or valuation</b>		
At 1 September 2022	158,722	<b>158,722</b>
Additions during the year	-	-
At 31 August 2023	<b>158,722</b>	<b>158,722</b>
<b>Depreciation</b>		
At 1 September 2022	76,990	<b>76,990</b>
Charge for the year	11,407	<b>11,407</b>
At 31 August 2023	<b>88,397</b>	<b>88,397</b>
<b>Net book value</b>		
At 31 August 2023	<b>70,325</b>	<b>70,325</b>
At 31 August 2022	81,732	81,732

All fixed assets are used for direct charitable purposes.

**11. Sundry debtors and prepayments**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Prepayments and accrued income	12,409	11,220
Other debtors	7,834	30,609
	<b>20,243</b>	<b>41,829</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**12. Cash at bank and in hand**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Short term deposits	879,270	916,628
Cash at bank and in hand	36,153	108,792
	<b>915,423</b>	<b>1,025,420</b>

**13. Creditors and accruals**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Other creditors	22,736	13,560
Accruals and deferred income	89,955	180,534
Taxation and social security	14,193	12,692
	<b>126,884</b>	<b>206,786</b>

**14. Deferred income**

Unrestricted income that relates to delivery of a final report in the future is deferred.

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Balance at 1 September</b>	<b>175,500</b>	202,812
Amounts added in the current year	97,250	170,000
Amounts released to income from previous year	(198,625)	(197,312)
<b>Balance at 31<sup>st</sup> August</b>	<b>74,125</b>	<b>175,500</b>

**15. Legal status of the charity**

The Baytree Centre is a charitable incorporated organisation (CIO) registered with the Charity Commission (registration number 1175145). Its governing document is its constitution and the only voting members are the trustees.



**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

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**16. Analysis of net assets between funds**

	<b>General unrestricted</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total Funds 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	70,325	-	-	<b>70,325</b>
Investments	-	-	-	-
Net current assets	620,626	-	188,156	<b>808,782</b>
	<b>690,951</b>	<b>-</b>	<b>188,156</b>	<b>879,107</b>

Analysis of net assets between funds (prior year)

	<b>General unrestricted</b>	<b>Designated</b>	<b>Restricted</b>	<b>Total Funds 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	-	81,732	-	81,732
Investments	-	-	-	-
Net current assets	497,534	118,268	244,661	860,463
	<u>497,534</u>	<u>200,000</u>	<u>244,661</u>	<u>942,195</u>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**17. Movement in funds**

	<b>1 September 2022</b>	<b>Incoming</b>	<b>Transfer</b>	<b>Outgoing</b>	<b>31 August 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
BBC CIN*	6,668	10,000	-	10,000	<b>6,668</b>
BBC CIN* - STEM	5,741	41,000	-	40,000	<b>6,741</b>
BBC CIN* Money Heros	-	1,000	-	1,000	-
Childhood Trust	7,500	-	-	7,500	-
City Bridge Trust	9,075	-	-	9,075	-
City of London Corporation Inspiring Cultures	6,665	-	-	6,665	-
EA Foundation	7,336	10,000	-	14,001	<b>3,335</b>
Ecosystem: My ends*	4,186	31,154	-	32,693	<b>2,647</b>
GLA NDYP*	1,658	19,648	-	27,578	<b>(6,272)</b>
GLA: AIC*	5,443	18,843	-	18,951	<b>5,335</b>
GLA – Thrive*	9,250	4,500	-	13,750	-
John Coates Charitable Trust	-	5,000	-	5,000	-
John Lewis Foundation	25,000	-	-	25,000	-
Lambeth EIPS*	-	21,000	-	21,336	<b>(336)</b>
London Community Fund	5,555	-	-	5,555	-
L'Oreal Fund for Women	-	101,707	-	29,330	<b>72,377</b>
The Mercers Company	6,253	40,200	-	29,261	<b>17,192</b>
The National Lottery Community Fund (TNLCF)	34,581	53,834	-	81,436	<b>6,978</b>
Peter Stebbings	10,000	-	-	10,000	-
Sir Walter & St John Charity	-	5,000	-	6,664	<b>(1,664)</b>
St James Place	-	5,000	-	2,919	<b>2,081</b>
Sisters of Holy Cross CIO	6,667	20,000	-	13,335	<b>13,332</b>
Sports England Jubilee Fund	-	7,200	-	6,000	<b>1,200</b>
Terra Firma Charitable Trust	50,000	-	-	30,000	<b>20,000</b>
The Charles Plater Trust	30,000	-	-	30,000	-
Walcot Foundation	6,250	-	-	6,250	-
William Wates Memorial Trust	833	10,000	-	10,000	<b>833</b>
WONDER Foundation	6,000	113,124	-	81,416	<b>37,708</b>
Other	-	6,700	-	6,700	-
<b>Total restricted funds</b>	<b>244,661</b>	<b>524,910</b>	<b>-</b>	<b>581,415</b>	<b>188,156</b>

**Restricted funds**

\* Key

BBC CIN is BBC Children in Need

GLA NDYP is GLA New Deal for Young People (BYB Partnership), GLA: AIC is GLA Advice in Community Settings (PFA Partnership), GLA- Thrive is GLA Young Londoners Fund:Thrive  
Lambeth EIPS is London Borough of Lambeth EIPS (Early Intervention and Paly Services)  
Ecosystems is Violence Reduction Unit (VRU) My Ends -Community Connectors (Ecosystem Coldharbour Partnership)

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

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**Unrestricted funds**

	<b>1 September 2022</b>	<b>Incoming</b>	<b>Transfer</b>	<b>Outgoing</b>	<b>31 August 2023</b>
Designated funds	200,000	-	(200,000)	-	-
General funds	497,534	363,653	200,000	370,236	690,951
<b>Total unrestricted funds</b>	<b>697,534</b>	<b>363,653</b>	<b>-</b>	<b>370,236</b>	<b>690,951</b>
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<b>Total funds</b>	<b>942,195</b>	<b>888,563</b>	<b>-</b>	<b>951,651</b>	<b>879,107</b>

**Purpose of restricted funds**

The Women service is for the provision of educational and development programmes to women learners.

The Youth service is for the provision of educational programmes to young people.

The Volunteer Service provides recruitment, training and support for our volunteers.

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
NOTES TO THE FINANCIAL STATEMENTS (Continued)

**Movement in funds (2022 - prior year)**

	1 September 2021	Incoming	Transfer	Outgoing	31 August 2022
Restricted funds	£	£	£	£	£
Anthony & Pat Foundation	-	5,000	-	5,000	-
BBC Children in Need	-	10,000	-	3,332	<b>6,668</b>
BBC Children in Need - STEM	5,241	40,500	-	40,000	<b>5,741</b>
Bread & Roses	-	5,335	-	5,335	-
Childhood Trust	-	7,842	-	342	<b>7,500</b>
City of London	-	10,000	-	10,000	-
City Bridge Trust	9,075	37,000	-	37,000	<b>9,075</b>
City of London	-	10,000	-	3,335	<b>6,665</b>
Cornerstone	-	5,750	-	5,750	-
EA Foundation	-	22,000	-	14,644	<b>7,336</b>
Ecosystem: My ends	-	42,538	-	38,352	<b>4,186</b>
Fresh Leaf Foundation	6,547	-	-	6,547	-
GLA Young Londoners	5,000	9,397	-	14,397	-
GLA NDYP	-	10,678	-	9,020	<b>1,658</b>
GLA: Advice in Community	-	18,308	-	12865	<b>5,443</b>
John Lewis Foundation	-	15,000	-	15,000	-
John Lewis Foundation	-	25,000	-	-	<b>25,000</b>
Lambeth EIPS	-	23,000	-	23,000	-
London Community Fund	-	16,666	-	11,111	<b>5,555</b>
Mercers	6,253	25,000	-	25,000	<b>6,253</b>
National Lottery Community Fund A Place for All	37,757	48,628	-	68,465	<b>17,920</b>
National Lottery Community Fund BYB	-	40,213	-	23,552	<b>16,661</b>
Nationwide	25,000	-	-	25,000	-
Nike	-	14,985	-	14,985	-
Peter Stebbings	-	10,000	-	-	<b>10,000</b>
Plater Trust	-	30,000	-	-	<b>30,000</b>
Sisters of Holy Cross	-	20,000	-	13,333	<b>6,667</b>
Terra Firma Charitable Trust	20,000	60,000	-	30,000	<b>50,000</b>
Walcot Foundation	6,250	25,000	-	25,000	<b>6,250</b>
W Wates Memorial Trust	-	10,000	-	9,167	<b>833</b>
WONDER Foundation	-	54,000	-	48,000	<b>6,000</b>
YLC	20,892	-	-	20,892	-
YLF – Thrive	-	27,900	-	18,650	<b>9,250</b>
Other summer	-	3,000	-	3,000	-
<b>Total restricted funds</b>	<b>142,014</b>	<b>672,740</b>	<b>-</b>	<b>570,093</b>	<b>244,661</b>

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

	1 <sup>st</sup> September 2021	Incoming	Transfer	Outgoing	<b>31<sup>st</sup> August 2022</b>
Unrestricted funds					
Designated fund	200,000	-	-	-	200,000
General funds	365,480	319,058	-	187,004	497,534
Total unrestricted funds	<u>565,480</u>	<u>319,058</u>	<u>-</u>	<u>187,004</u>	<u>697,534</u>
Total funds	<u>707,494</u>	<u>991,798</u>	<u>-</u>	<u>757,097</u>	<u>942,195</u>

**18. Operating lease commitments**

The charity has no future minimum lease payments under non-cancelling operating leases.

**19. Transactions with trustees and related parties**

**Trustee remuneration**

None of the trustees have been paid any remuneration or received any other benefits from an employment in the charity or a related entity.

**Trustee Expenses**

No trustee has received travel or accommodation reimbursements

**Related party transactions**

There have been no related party transactions during the year.

**THE BAYTREE CENTRE (CIO 1175145)**  
**FOR THE YEAR ENDED 31<sup>ST</sup> AUGUST 2023**  
**NOTES TO THE FINANCIAL STATEMENTS (Continued)**

**20. Reconciliation of net income/expenditure to net cash flow from operating activities**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
Net income/expenditure for the reporting period	(63,088)	234,701
Depreciation of tangible assets	11,407	11,408
Interest rent and dividends from investments	(32,642)	(2,918)
(Loss)/profit on sale of fixed assets	-	-
(Increase)/decrease in debtors	21,586	(35,455)
Increase/(decrease) in creditors within one year	(79,902)	(50,121)
Net cash (outflow)/inflow from operating activities	<b>(142,639)</b>	<b>157,615</b>

**21. Analysis of cash and cash equivalents**

	<b>At 1 September 2022</b>	<b>Cash flows</b>	<b>Other Charges</b>	<b>At 31 August 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash in hand	1,025,420	(109,997)	-	<b>915,423</b>
	<b>1,025,420</b>	<b>(109,997)</b>	<b>-</b>	<b>915,423</b>

Analysis of cash and cash equivalent (prior year)

	<b>At 1 September 2021</b>	<b>Cash flows</b>	<b>Other Charges</b>	<b>At 31 August 2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Cash in hand	864,887	160,533	-	1,025,420
	<b>864,887</b>	<b>160,533</b>	<b>-</b>	<b>1,025,420</b>