

The Colour Works Foundation
Charity Number: 1176039

Trustees' Annual Report & Financial Statements
for the Period
1st September 2024 to 31st August 2025

January 2026

Contents

Reference & Administration Details.....	3
Names of the Charity Trustees who Manage the Charity:	3
Names of Senior Staff with Delegated Responsibilities.....	3
Structure, Governance & Management	3
Description of the Charity's Trusts:.....	3
Type of Governing Document:.....	3
How the Charity is Constituted:.....	4
Trustee Selection Methods:.....	4
How New Trustees are Inducted and Trained:.....	4
Additional Governance Issues	4
Objects.....	4
Vision and Mission.....	4
Key Strategies 2023-2024	5
Progress against key strategies.....	6
Public Benefit	10
Statutory Declaration on Public Benefit.....	10
Financial Review	11
Details of Any Funds Materially in Deficit	12
State of the Charity's Finances	12
Particulars of Any Outstanding Guarantee Given by the Charity	12
Details of Any Outstanding Debt	12
Declaration.....	12
APPENDIX I.....	13
APPENDIX II	16

Reference & Administration Details

Charity Details:

Name: The Colour Works Foundation (TCWF)
Number: 1176039
Address: 25b Elliott Road, West Howe Industrial Estate, Bournemouth BH11 8LQ

Names of the Charity Trustees who Manage the Charity:

Name	Office	Appointed Trustee	Resigned
Shenel McLawrence	Chair (from 27/07/23)	21/04/2021	
Karen Powell	Vice Chair (from 27/07/23)	Re-elected 24/01/2024	
Alun Davies	Treasurer	Re-elected 16/03/2023	
Dave Keep	Secretary	05/04/2023	
Grace Benham	Trustee	24/01/2024	
Peter Simpson	Trustee	24/01/2024	

Names & Addresses of Advisors

Type of Advisor	Name	Address
Bank	Lloyds Bank	25 Gresham Street, London, EC24 7HN
Independent Examiner	Anthony Ellis	

Names of Senior Staff with Delegated Responsibilities

Liz Davies - CEO

Structure, Governance & Management

Description of the Charity's Trusts:

Type of Governing Document:

Constitution adopted 1st December 2017

How the Charity is Constituted:

Charitable Incorporated Organisation

Trustee Selection Methods:

- Trustees are selected in line with a Trustee Recruitment Policy.
- Following the board's skills matrix review, the vacant position(s) will be advertised through the media, volunteer bureau, and direct approaches to professional bodies and other voluntary organisations.
- Applicants will be asked to complete an application form and provide a CV.
- An interview meeting takes place with a panel of existing trustees.
- Before formal selection, preferred applicants are invited (as an observer) to a Trustee or Board meeting.
- DBS and Trustee eligibility checks are carried out before the commencement of Trusteeship.

How New Trustees are Inducted and Trained:

- Upon appointment, Trustees will receive an Induction and Training plan, key documents such as a copy of the Governing document, and the most recent Trustees' Annual report and Financial Statements.
- Training includes a Trusteeship training course with the local Community Action Network organisation.

Additional Governance Issues

- There is a safeguarding policy in place.
- Enhanced DBS checks are carried out on all staff and volunteers delivering TCWF's workshops.
- The Board completes a review of the Charity's financial controls and governance management annually.

Objects

To act as a resource for young people by providing advice and assistance and organising educational programmes and other activities as a means of:

(a) advancing in life and helping young people by developing their skills, capacities, and capabilities to enable them to participate in society as independent, mature, and responsible individuals;

(b) advancing education; and

(c) relieving unemployment

Vision and Mission

Vision

Every young person has the emotional intelligence to recognise and use their strengths in relationships and careers.

Mission

We use our own colour profiling system with young people to raise their self-awareness and relationship management skills. We identify and celebrate their strengths, giving them tools to develop their emotional resilience and confidence.

Key Strategies 2024-2025

The Trustees and Management team met in July 2024 to review the prior year and set the strategy for 2024/2025.

We continue to use the concept of this flywheel to identify our strategic pillars and understand which pillar is 'slowing' the wheel and needs our time and investment to keep the Charity thriving.



- Funding
 - Develop video and associated flyers to share impact of the programme
 - Develop relationship with TCW and their clients to grow CSR
- Course Delivery
 - Have enough course deliverers to support demand
- Course development and impact measurement
 - Run 'event' for young people who have completed our programme to understand long term impact
 - Use quarterly reviews with Course Leaders and Deliverers to identify new activities to engage participants
 - Identify improvements in workshop delivery/ materials that improve the engagement of our beneficiaries
- Marketing
 - Develop Charity Values
 - Develop regular external updates to improve donor / partner engagement
 - Increase our social media posting
- Partners
 - Target new partnerships with schools and colleges in Dorset
- Organisational Design
 - Recruit a Programme Manager to develop new partnerships and deliver 9 programmes a year

Progress against key strategies

- **Funding**

This was a successful year in terms of grant income. We received £49k of funding over 2-years Global Make Some Noise (the funding arm of Capital Radio) and this was to cover the employment of our new Programme Manager role as well as additional programmes.

Other notable grant funders included:

- Comic Relief – general costs
- BH Coastal Lottery – funding for a course with a local school
- The Hedley Foundation – Direct costs for delivery of one programme
- Long term funder in place (CABWI - £6k per year for 3years)
- The Valentine Trust – supporting delivery of programmes
- LAG funding from North Dorset LAG to deliver programmes in their area which is quite remote and often does not get interventions due the distances required to travel

With regard to CSR we have continued to be the charity partner of CMA and received considerable donations from their fantastic and well supported quiz nights.

We also invested in development of a fundraising video which incorporates the stories of 3 young people who have participated in our programme and the impact it has had on their lives. We were very thankful to those parents and young people who gave up their time to be part of this development.

- **Course Delivery**

The number of courses delivered in this financial year was 24. Our most notable new partnership was with Guys Marsh prison where we were given the opportunity to work with some of their young offenders between the ages of 18 and 25. This was our first time operating in a prison and gave a lot of learning opportunities about how our programme could work with young offenders. At the end of the programme, we identified several improvements for running the programme in the future with other prisons.

We delivered several short workshops of 2 or 3 hrs each with several partners. In line with our strategy – all these short-term courses were covered by income from the associated partner.

Our main restriction on delivering programmes is the availability of our self-employed Course Deliverers, most of whom this year were unable to support us on a regular basis. As a result, we decided to employ a Programme Manager who would be responsible for delivering at least 9 programmes per year as well as assigning additional programmes to other deliverers where possible.

After over a year of using our course booklets with our young people we've worked out what sections work well and what need changing. Booklets were re-designed to better meet the needs of our participants.

Other notable achievements

- Delivered a Train The Trainer programme for 2 new Course Deliverers and 5 new Course Leaders in July 2025
- Designed and printed a floor mat of our blended colour wheel for participants to stand on and see their position in relation to others. This aids discussion throughout the course and has really brought the concept to life for participants.
- Further posters developed, enabling us to be able to make our programmes more interactive.
- Event held at AFC Bournemouth for alumni of the programme to gather data on what young people are doing now

Summary of workshops delivered in 2024/2025

Long Term courses (>8hrs delivery)

- 3 x Weymouth College King's Trust TEAM programmes
- 1 x Spear programme
- 1 x SWRAC
- 1 x St Aldhelm's
- 1 x Bourne Academy
- 1 x Glenmoor and Winton Academies for those students who did not gain a work experience placement
- 1 x Sturminster Newton High School
- 1 x Programme in Guy's Marsh Prison with young offenders

Short Term courses (<8hrs delivery)

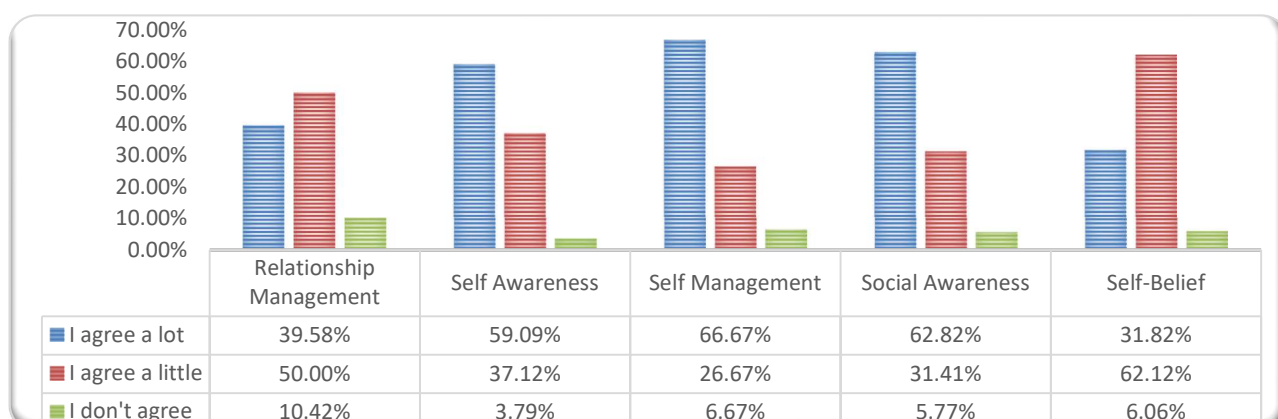
- 3 x MyTime Young Carers online employability courses
- 4 x MyTime Young Carers F2F programmes in schools
- 2 x Kings Trust Bristol Programmes
- 1 x programme with sixth form for President Kennedy School
- 1 x Point Café with young carers
- 1 x Blandford School
- 1 x St Andrew's Church
- 1 x Faithworks

• Course development and impact measurement

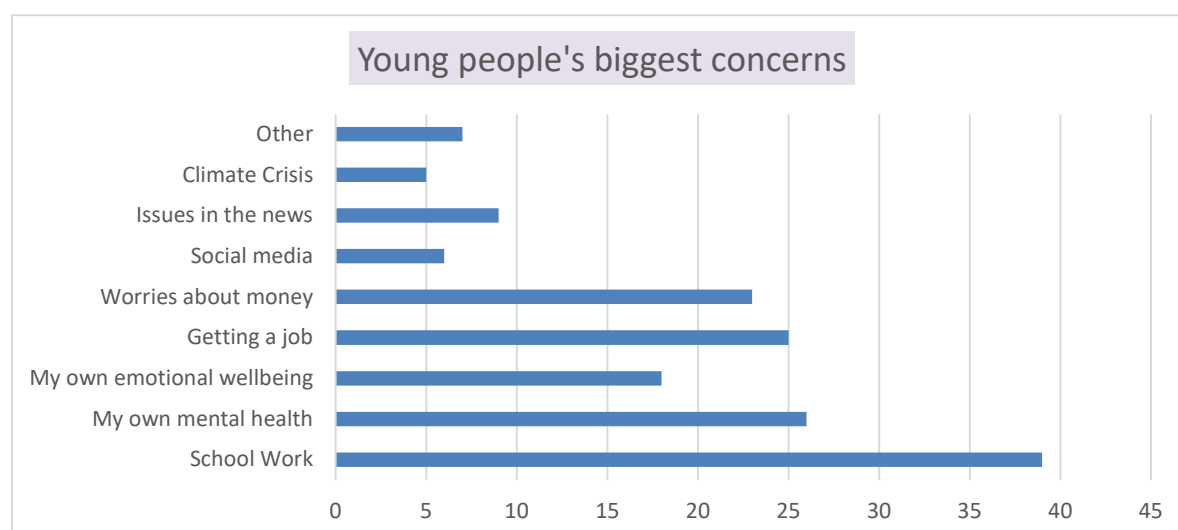
This was our second year of using our impact measurement data created by Bournemouth University.

Results for 24/25 were as shown in the below table. We have noted that the measure for self-belief is lower than for other results. As a result, we realise that we need to put more

emphasis on what self-belief is during our programme to identify if the young people are marking this lower due to differing opinions of what self-belief means.



We also gathered data from a survey of young people about their biggest concerns. We received 64 responses from young people aged between 15 and 25. 87.5% were in the age range 15-18. The data from this survey helps us identify how to adapt our programme to better meet the needs of the young people we are serving.



Course Deliverers / Leaders

We continue to meet quarterly meetings with our wider team and this enables our Course Leaders and Course Deliverers to share ideas and help develop the programme.

Feedback from participants

What have you liked about this course?

- *This course should be shown to more people even if they are confident as the course has useful things that everyone should be taught such as the colours*
- *I have liked learning about the colours of different people and introverted and extraverted people*
- *I got along with more people*
- *It helped me understand how other people feel or what their personalities are like*

- *Getting together and discussing our ideas as different colours*
- *Getting to know thoughts and an understanding of myself*
- *I liked the interactive aspects, especially the group work. I also found the personality test very interesting*
- *Engaging and easy to compare to real world scenarios*
- *It's been a fun experience getting to know others and finding out new things about myself*
- *Easy to follow and inclusive. I didn't feel forced into anything*
- *Looking at how different people who have different values can unintentionally antagonise each other.*

Feedback from Partners

How effective did you find the course for the participants?

- *"The course really helped to give all participants a better insight of themselves, as well as helping with giving a better understanding on how to interact with others, build relationships and deal with conflict." **The Spear Programme - Manager***
- *"Participants enjoyed the course and were able to discover more about themselves and how they relate to others in a safe, supportive environment." **The Bourne Academy – Pastoral Lead***
- *"I think the sessions are effective for the young people on the King's Trust programme - and although this isn't always clear right away, they often reference something they have learnt from the sessions in other parts of the course; so I believe they get more from it than they sometimes disclose. As a reengagement programme, the young people we work with are often disengaged from education/employment/training (NEET) and are unsure of next steps, and this course offers practical sessions to help build up their confidence and self-awareness. It is a way to delve a bit deeper with the group in a safe space and help them to understand their own emotions and the emotions of those around them." **King's Trust Team Leader***
- *"It was very useful for our young people to learn about themselves and others. It helped them understand different personalities more and build up their confidence. It was beneficial for us mentors, coordinators to see how managing different personalities can help in our work." **Point café manager***
- *"The Course Deliverers were amazing with the learners, they managed to keep them all engaged and had really good energy when delivering the program. The learners always came away from the sessions in good spirits and spoke highly of the programme. It was inclusive and accommodated for the needs of each learner." **Alternative Learning Provision for SEND Leader***

What differences did you notice in the participants?

- *"The learners are a lot more confident with each other and understand their personalities more"– **Alternative Learning Provision for SEND Leader***
- *"They were gradually building more confidence and learnt a lot about each other as well. You could see how they formed a connection every session." **Point Café Manager***
- *"They have shown a better understanding of each other and it has helped them develop the ability to work with each other more effectively." **King's Trust TEAM Leader***

- **Marketing**

This year was the first year we converted our annual report into a document that could be

shared broadly with our funders and supporters. It has proved a useful tool for highlighting our work more broadly in the community.

We continue to publish a quarterly newsletter and have seen higher engagement with this over the year. Our social media posting has improved with contributions from our Programme Manager who is able to share timely updates from courses as they are in progress.

- **Partners**

This year we gained 4 new partners in Kings Trust Bristol, Sturminster Newton High School, The Blandford School and Guys Marsh Prison.

- **Organisational Design**

We increased our team from January 2025 with the employment of a Programme Manager with the intent to be able to deliver a minimum of 9 courses per year as well as manage the delivery of other programmes via our course deliverers.

There has been a step change over the final 3 months of the year as our Programme Manager became fully qualified as a deliverer but also started making connections with new partnerships that we will start working with in 2025/26.

We also increased our number of volunteers who are able to support Course Deliverers with the programme delivery. We also had 2 students from Talbot Heath school who came weekly on a Wednesday to help with preparing materials for courses and development of our social media which was a real help to our Office Manager.

Public Benefit

The public benefit of these courses is that they are aimed at attendees who perhaps, due to social or economic reasons, had dropped out of either education earlier than the minimum legislated age, were long-term unemployed or were disadvantaged through their mental or physical health, role (e.g., young carers) or had grown up in care. The course developed by TCWF means that these participants have been given tools which enable them to better understand their own and other people's behaviour. This benefits the participants by increasing their self-confidence and self-belief, their understanding of others and enhances their social skills which can combine to further assist them in remaining in education or securing employment. TCWF believes that equipping young people with these types of skills will improve their self-confidence and enhance their social stability.

Statutory Declaration on Public Benefit

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

Financial Review

Overall, the income level for FY2425 was approximately 10% lower than FY2324, although the Fundraising / CSR was 40% higher than the previous year's values with the Grant category approximately the same as last year. Trading Income was significantly lower than that from the financial year before.

TCWF outgoings were approximately 32% higher than in the previous FY, which was caused by the employment of an additional staff member from Jan 1st 2025 and the allied costs associated plus an inflationary salary increase that affected both the in-house staff and external contractor fee.

The additional staff member had been included in the FY2425 budget to ease pressure on other staff and to bring some of programme skills in house rather than rely on contractors.

Overall, therefore, the increase in outgoings was not offset by an increase in income, so TCWF decreased its cash position by approx. £5,000 compared to last year although this had been planned in the TCWF board strategy in 2024 and reflected in the Budget forecast.

Unrestricted Funds Income

Unrestricted funds income decreased by approx. 25% from the previous year.

Income from Corporate Social Responsibility (CSR) and general donations, accounts for approx. 65% of the annual unrestricted income, and the annual total was a significant increase on the previous year due both to the continuation of CMA company making TCWF the company charity for 2025 (extended from 2024) and also to a raffle held by Dorset SUP in aid of TCWF.

Restricted Funds Income

Restricted funding increased by approx. 4% YoY. The main new award was given by Global Make Some Noise of £49,000 over a 2 year period plus the 2nd year of the National Lottery funding award and numerous smaller, but also important, awards.

Direct Programme Costs

The purchase of 3 x large bespoke colour model floor mats have increased the Workshops costs (direct programme costs) relative to the previous FY.

Labour Costs

TCWF staff costs increased due to a pay rise in Sept 2024, plus an additional staff member being recruited (Programme Manager - see above).

Cash Funds

TCWF have a cash balance of approx. £66,510 which is 8% higher than FY2324 and includes the nominated reserves and Higher interest Savings bank Account.

Higher interest Savings bank Account

During FY2425, monies from the Ethical 40-Day Notice Account selected in FY2324 was used to overcome the Autumn 2024 shortfall vs Budget forecast. This was due to anticipated courses and

associated grants and payments being delayed. Therefore £20,000 was transferred from this savings account back to the TCWF current account.

Reserves

It is TCWF's policy that unrestricted funds that have not been designated for a specific use should be maintained at a level equivalent to three months' expenditure.

This level was set at £4,500 during the FY2122. A review was held in FY2425, prompted by the increase staffing with the new Programme Manager but also cost increases in both salaries and workshop costs. This review resulted in setting the Reserves level to £14,000. The trustees consider that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the TCWF's current activities whilst consideration is given to ways in which additional funds may be raised.

Details of Any Funds Materially in Deficit

Not applicable

State of the Charity's Finances

Particulars of Any Outstanding Guarantee Given by the Charity

The Trustees declare that the Charity has no guarantees.

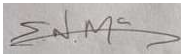
Details of Any Outstanding Debt

The Trustees declare that the Charity has no outstanding debts.

Declaration

The Trustees declare that they have approved and authorised the above report and that it can be signed on their behalf.

Signed on behalf of The Colour Works Foundation's Trustees:

Full Name	Position	Signature	Date
Shenel McLawrence	Chair of Trustees		15/Jan/2026

APPENDIX I

RECEIPTS AND PAYMENT ACCOUNTS (CC16a)

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Trading Income	7,215	-	-	7,215	18,235
Fundraising / CSR / Other Donations	13,784	-	-	13,784	9,822
Grants / Awards	-	37,108	-	37,108	35,572
Sub total(Gross income for AR)	20,999	37,108	-	58,107	63,629
A2 Asset and investment sales, (see table).					
Sub total	-	-	-	-	
Total receipts	20,999	37,108	-	58,107	63,629
A3 Payments					
Salaries and Allied Costs	(5,262)	(32,633)	0	(37,896)	(25,121)
Contractor Fees	0	(2,600)	0	(2,600)	(6,295)
Direct Programme Expenses	(228)	(5,268)	0	(5,496)	(3,230)
Training	(100)	(546)	0	(645)	(498)
Office and Admin	(2,029)	(2,580)	0	(4,609)	(4,370)
Insurance	(96)	(846)	0	(942)	(96)
Grant Applications	0	0	0	0.00	-
Marketing	(300)	(106)	0	(406)	(117)
Governance / Trustee Costs	0	(134)	0	(134)	(274)
					-
Sub total	(8,015)	(44,713)	0	(52,728)	(40,000)
A4 Asset and investment purchases, (see table)					
Asset Purchases	(379)	0	0	(379)	-300
					0
Sub total	(379)	0	0	(379)	-300
Total payments	(8,394)	(44,713)	-	(53,107)	- 40,300
Net of receipts/(payments)	12,604	-7604.71		5,000	23,330
A5 Transfers between funds					
A6 Cash funds last year end	41,601	19,909		61,510	-
Cash funds this year end	54,206	12,304		66,510	61,510

Section B Statement of assets and liabilities at the end of the period

Categories

B1 Cash funds

Lloyds Current		27,146	
Lloyds Savings		14,092	
Charity Bank		25,272	
		66,510	


B2 Other monetary assets

B3 Investment assets

B4 Assets retained for the charity's own use

B5 Liabilities

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

	ALUN DAVIES	15/Jan/2026

APPENDIX II

INDEPENDENT EXAMINERS REPORT (IER)



Section A

Independent Examiner's Report

Report to the trustees/
members of

The Colour Works Foundation

On accounts for the year
ended

31 August 2025

Charity no
(if any)

1176039

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/8/2025.

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 the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

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

Signed:

Date:

25/11/2025

Name:

Anthony Ellis

Relevant professional
qualification(s) or body
(if any):

AAT

Address:

37 Sherwood Ave

Poole

BH14 8DH

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

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