

DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

England & Wales · Charity number 1176258

Details

Status Registered

Legal form CIO

Registered 2017-12-13

Register [View on the Charity Commission register](#)

Contact

Address Suite 1A
5/6 Market Place
Didcot

Phone 07458306358

Email info@didcottrain.org.uk

Website www.didcottrain.org.uk

Activities

Objects: TO HELP AND EDUCATE YOUNG PEOPLE, WHO ARE EITHER HOMELESS OR OTHERWISE IN NECESSITOUS CIRCUMSTANCES, THROUGH THEIR LEISURE TIME ACTIVITIES SO AS TO DEVELOP THEIR PHYSICAL, MENTAL AND SPIRITUAL CAPACITIES THAT THEY MAY GROW TO FULL MATURITY AS INDIVIDUALS AND MEMBERS OF SOCIETY, SO THAT THEIR CONDITIONS OF LIFE MAY BE IMPROVED.

Activities: TRAIN works with, and for, all young people in Didcot and its immediate surroundings, especially those who, for whatever reason, are having a tough time. TRAIN helps the young people in Didcot make informed choices, avoid risky behaviours, find ways out of difficult situations, find their own voices, and be who they want to be.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes
- **Who:** Children/young People

Geography

- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£293,719	£268,347	-	-
2024-03-31	£376,922	£197,475	-	-
2023-03-31	£146,474	£169,279	-	-
2022-03-31	£111,258	£118,866	-	-
2021-03-31	£149,465	£112,314	-	-

Trustees

Name	Role	Appointed
Andrew John Couldrick	Chair	2024-09-11
Arthur Humpfrey Baillie Brown		2024-10-23
Jacqueline McDowell		2024-09-11
Louise Catherine Courtney-Taylor		2025-04-24
NICOLE GUEST		2017-12-13
Paul James Brown		2023-08-08
Sabiene Rose North		2023-12-12

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Accounts




2024-25

ANNUAL REPORT & ACCOUNTS



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Didcot TRAIN - Inspiring Young People 
Suite 1a 5/6 Marketplace
Didcot
Oxfordshire
OX11 7LE

www.trainyouth.org.uk 

0745 8306 358 

Charity number: 1176258

Trustees :

Andrew John Couldrick
Louise Catherine Courtney-Taylor
Arthur Humpfrey Baillie Brown
Jacqueline McDowell
Sabiene Rose North
Paul James Brown
Nicole Guest

Independent Examiners

Edmil Accountants,
146 Broadway, Didcot,
Oxfordshire, England,
OX11 8SH

Bankers

CAF Bank
25 Kings Hill Avenue
Kent, ME19 4jQ

The names of all young people used in this report have been changed to protect their identity.

The trustees of TRAIN are pleased to present our annual report and financial statements for the year ended 31 March 2025. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements. TRAIN's trustees 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.

Hi,

I'm Ellie, and I'm happy to be writing this welcome as a youth ambassador for TRAIN!

It's been a busy year at TRAIN. We've had loads of youth clubs running, more trips, and we even started football back up again, which has been so good. There's also a new participation group, and the biggest thing is that TRAIN opened in Wallingford – which is exciting because it means more young people can get involved.

TRAIN has made such a difference for people like me. It's helped people feel more confident and comfortable to just be themselves. When things are tough – whether it's stuff at home, problems with mental health, or just the usual drama you get in Didcot – it's good to have somewhere to go where you can talk to someone, chill out with friends, play games and just have fun. And now with Wallingford open too, more people have something to do instead of being bored or getting into trouble.

This year I really hope TRAIN keeps growing. I'd love to see more trips, more opportunities like the participation group, and just more chances for young people to get involved and feel part of something. TRAIN is great for teenagers – it's a place where you're accepted and supported, no matter what.

I hope you enjoy reading about everything we've been up to this year!

Ellie,

Youth Ambassador



Our Vision

Every young person has **the opportunities, tools and support to create a positive future.**

Our Values:

Honesty & Integrity

We communicate openly and honestly with the young people, communities, and stakeholders we serve.

Quality

We deliver quality youth work, building trust, personal growth, and positive change through respectful, engaging relationships.

Co-operation

We build co-operative relationships with local organisations, public bodies, and the community to give young people the best opportunity to thrive.

Collaboration

We partner with others to deliver more for young people, optimising resources and staying true to our mission.



“

“TRAIN have been amazing with my son. I feel I can trust them. They do trips and cooking with them. My son loves TRAIN, he goes twice a week and really looks forward to it. He doesn't get into trouble there, and the friendships he's made seem good.”

- Parent

”

Our Mission

TRAIN empowers young people to develop a strong sense of self-worth, make good life choices, and accept and value their right to healthy relationships.

TRAIN exists to improve the life opportunities of young people aged 10 to 18 in Didcot and Wallingford, especially those who are in need, disadvantaged or vulnerable, by empowering them to make informed decisions, attain stability, and become integrated members of society. Through engaging young people with our services, we watch their relationships with family, school and the wider community improve.

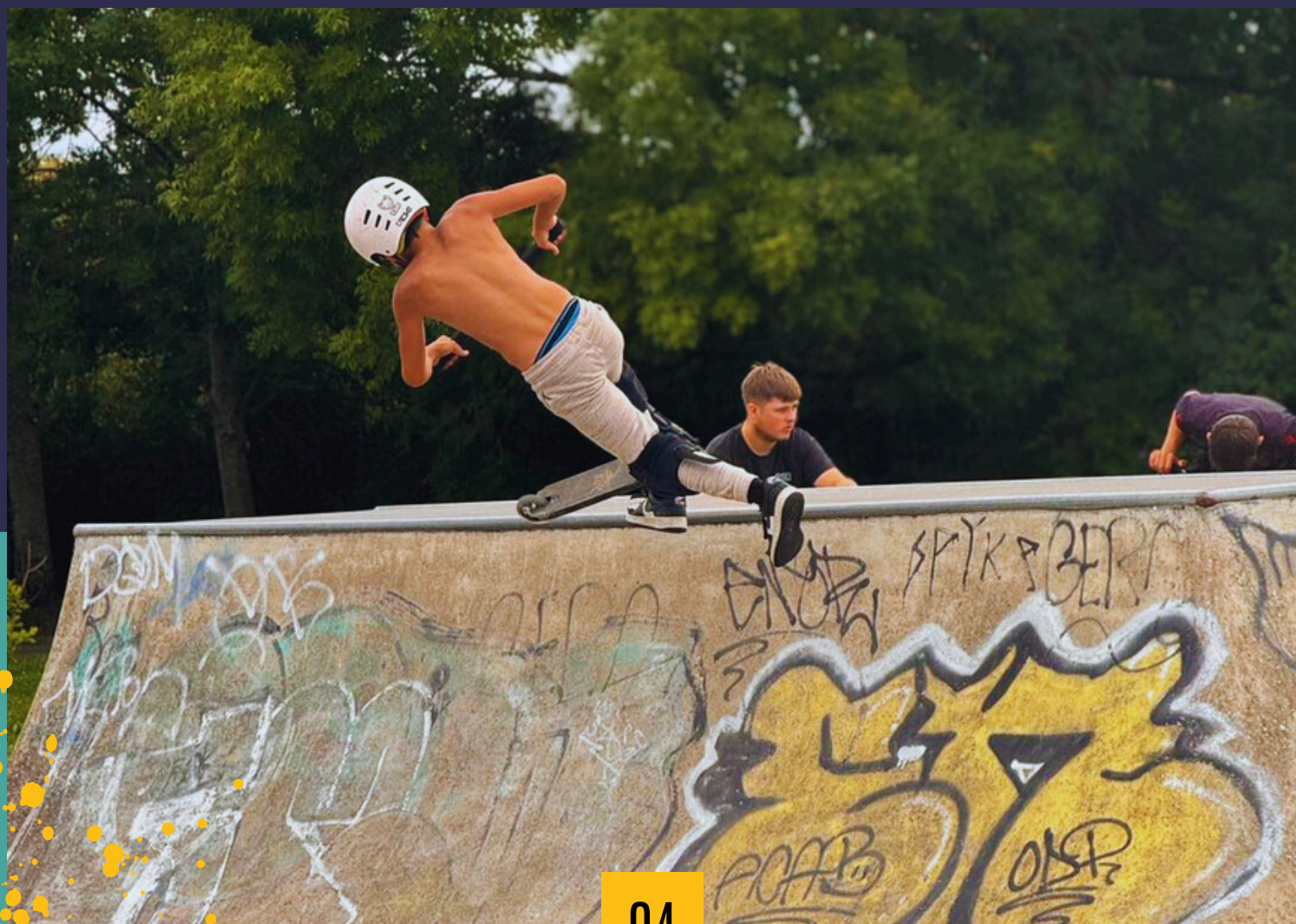
Our Impact

Young people are **connected, confident, and actively participating** in their positive future in society.

Charitable purposes

TRAIN's charitable objects, found in our constitution, are:

To help and educate young people, who are either homeless or otherwise in necessitous circumstances, through their leisure time activities to develop their physical, mental and spiritual capacities so that they may grow to full maturity as individuals and members of society, so that their conditions of life may be improved.



Impact data - 2024/25 at a glance

668



Young people reached

209



Engaged through new Wallingford provision

459



Mentoring sessions

50%

Young people felt better about life as a result of their work with TRAIN

50+



Young people accessed TRAIN's services more than 20 times last year

4.6



Parents' rating of the service TRAIN is providing

75%

Parents say TRAIN has helped their child grow in confidence

38%

Improved their mental health as a result of their engagement with TRAIN



"TRAIN does such incredible work for local young people, providing them with a place to feel safe and supported. Their team cares about helping everyone reach their potential, and it shows. I am grateful for everything they do and am proud to stand behind their efforts"

- **Olly Glover**

Member of Parliament, Didcot and Wantage



Didcot Youth Centre Gets Revamp

A fresh look and new kit have transformed our Didcot Youth Centre this year. With help from private donors and local firm Total Electric, we now have sofas, air hockey, table football, improved lighting, and — crucially for teenagers — phone chargers throughout the space. Young people also enjoyed cooking and sharing a full Christmas dinner, and a volunteer from the South Oxfordshire Muslim Association led a popular henna art session.

Over the year, 274 young people came through the doors of our youth club, which runs multiple weekly sessions. The centre is a place to hang out, eat, and take part in activities — but most of all it's a safe space to relax and connect with youth workers for informal support.

The refurb also benefitted our Year 5/6 group, which meets weekly. With 87 primary school children attending across the year, this club gives younger pupils a chance to build friendships, grow in confidence, and prepare for the move to secondary school. Sessions included rounders in the park, team games, and a group baking night. The club continues to give young people the reassurance of a trusted space at a crucial transition point.



TRAIN Combats Holiday Boredom!

Our holiday programme gave young people the chance to break routines, try new things and spend time together in safe and supportive settings. From ice skating in Oxford or Thorpe Park to cooking workshops, these activities created milestones for young people who might not otherwise get such opportunities. Alongside the fun, these days built independence and confidence, while also giving youth workers space to strengthen relationships. In total, 73 young people took part, each trip helping them feel more connected and ready to engage with TRAIN's wider support throughout the year.



TRAIN Opens Wallingford Youth Centre



2024 was a landmark year for TRAIN as we opened a dedicated youth centre in Wallingford. For years, young people had told us there was nowhere safe to go after school. With support from local partners and funders, we were able to change that and put a consistent offer in place in the town. The expansion into Wallingford has been led by Yasmin, who grew up in Didcot and first came to TRAIN as a young person herself. She knows from experience what it feels like to have nowhere to go and how much difference a youth worker can make.

The Town Council offered TRAIN the use of their former offices at St Martin's Street. From the beginning, young people were involved in making it their own. With the support of local artist Andrew "Mani" Manson, they designed and painted graffiti murals across the walls, turning an empty civic space into a vibrant youth centre that reflects their identity and creativity.

Since opening, 209 young people have engaged with Wallingford TRAIN through the youth centre, outreach in the community and work in Wallingford School. The youth club is the centrepiece. Pool, table tennis and a PS5 bring people through the door, and food on the table helps create a homely feel. What matters most are the conversations that grow around those activities. As one young person explained, "When I'm angry I talk to Yasmin and she just calms me down. I have a feeling she's gone through the same thing."

Wallingford TRAIN is still new, but the impact is already visible. Young people are attending regularly, building trust, and finding a space in town that feels like their own.



SHOUT! Creates a Safe Space for LGBTQ+ Young People

Alongside the new youth centre, we launched SHOUT! in Wallingford — a weekly group for LGBTQ+ young people and allies. It is one of the only regular spaces of its kind in South Oxfordshire.

What makes SHOUT! distinctive is the leadership behind it. The group is co-led by two young LGBTQ+ volunteers in their twenties, supported by a TRAIN youth worker. Their lived experience brings authenticity and relatability. Sessions are shaped by the group themselves and have included peer discussions, creative activities, and a visit from the Terrence Higgins Trust on healthy relationships. So far, 34 young people have taken part. For many, SHOUT! is the first place they can talk openly about identity without fear of judgement.

Graffiti Makeover Reclaims Winterbrook Bridge

Over the Easter holidays, a group of local young people gave Winterbrook Bridge a new look. With the guidance of a street artist and TRAIN youth workers, they designed and painted a vibrant mural on a stretch of wall that had long been a target for tagging. Thirty young people took part, turning a space once linked to anti-social behaviour into something they could be proud of. Laurie, one of the participants, said: **“Doing the bridge was fun and really creative.”**

For many of those involved, it was a first chance to try graffiti as an art form in a supported setting. The project gave them space to be creative, work together and leave a mark on their town that others can enjoy. As Yasmin, who leads TRAIN’s work in Wallingford, put it: **“The graffiti project showed just how much energy young people bring when they are trusted to take part in something positive.”**



Oxford United Stars Surprise Didcot Young People

Young people at our Premier League Kicks session were stunned when Oxford United players Marselino Ferdinan and Przemysław Płacheta walked onto the pitch. The two first-teamers joined the game, answered questions about their careers, and shared what it takes to succeed in professional football.

Football has become one of TRAIN's most consistent offers. Every week, young people gather for free sessions run with Oxford United in the Community. The pitch is where they build discipline, teamwork and resilience, while also having trusted youth workers on hand for support. Over 100 young people took part in football with TRAIN this year.

In November, a small-sided match brought young people together with the Didcot and Wallingford Neighbourhood Police Team. They played out a 2-2 draw before sharing a Q&A. Fraser, aged 13, summed it up: **"People stereotype the police, but when you meet them like this, they seem more chill. It was good. It was fun to play."**



Detached Youth Workers Defuse Town Centre Incident

In Didcot town centre, youth workers came across a group of young people in a heated confrontation with an adult. Items were being thrown, voices were raised, and the situation was becoming aggressive. One youth worker engaged the adult while another spoke with the young people, then opened our youth centre so the group could move into a calm and safe space.

Detached youth work is about being present in these moments. By meeting young people where they are, we can de-escalate conflict and connect them with safer options. This year over 200 young people were reached through detached sessions in town centre, skate parks and green spaces.



Teens and Care Home Residents Swap Stories

At Poppy Meadows care home, a group of young Community Ambassadors set out to bridge the gap between generations. Their sessions mixed games, creative activities and plenty of conversation. One of the most memorable moments came when they asked residents, "What advice would you give your younger self?" The answers ranged from funny to thoughtful and gave the young people a glimpse into lives lived very differently from their own.

The project was youth-led from the start. The group chose their focus, designed the activities and saw the work through, showing that young people can shape projects that matter to the wider community. Participation projects like this give young people the responsibility to plan, lead and reflect, helping them see themselves as contributors to their town. At the same time, they build confidence and spark conversations that would not happen otherwise.

This year, 12 young people took part in intergenerational social action. Their work has already been recognised with a nomination for an Age Friendly Award, a testament to the impact of connecting people across age groups.



Safer Streets Sessions Tackle Harmful Gender Attitudes

Across local secondary schools this year, groups of young people took part in a six-week Safer Streets programme. The sessions focused on issues such as consent, gender stereotypes and healthy relationships. Youth workers created space for honest discussion, helping young people reflect on their own experiences and think about how to challenge behaviour that doesn't feel right.

The course is part of TRAIN's wider focus on prevention. The sessions provided early support before problems could escalate. At the end of the programme, participants produced short videos and materials that were shown in assemblies, spreading the message to the wider school community.



Young People Step Up as Wellbeing Champions

Through our IMPACT programme, young people trained as Wellbeing Champions and took on roles supporting their peers. Year 10 students at Aureus School mentored younger pupils, helping them settle into secondary school. At the same time, Year 6 pupils at Willowcroft Primary learned about mental health and designed their own social action projects, from posters and assemblies to improving their school reward system.

Marie's story captures the change. She arrived anxious and withdrawn but found the mental health awareness sessions helpful, especially on stigma. Over time she grew in confidence, smiling more, coping better, and even leading a school assembly on wellbeing. In total, twenty young people took part this year, contributing more than 300 hours.



Young Ambassadors Speak Out at the European Space Agency



In March 2024, three young ambassadors stood on stage at the European Space Agency for an event hosted by the Didcot Powerhouse Fund. All three had been supported through TRAIN's mentoring programmes and spoke about the difference it had made in their lives. Jess put it simply: **"What would life have been like if I hadn't met TRAIN? It would have been lonelier and scarier. TRAIN helped me connect with people."**

Mentoring is at the heart of TRAIN's work. Group sessions focus on themes like emotional regulation, relationships and decision-making, while one-to-one support gives young people a safe space to talk through personal challenges. The goal is always to build trust, provide practical tools and show that change is possible.

Kieran's Story: From Exclusion Risk to Re-Engagement

At 15, Kieran was at risk of exclusion and felt trapped by a bad reputation. With difficulties at home and strained relationships at school, he had few coping strategies and had started to disengage. Through regular sessions with a TRAIN mentor, Kieran rebuilt trust with staff and created a regulation plan that worked for him. Suspensions have reduced, relationships have improved, and he now has a more positive outlook.

TRAIN Mentor Appears on ITV

Mentoring also shapes wider conversations. When ITV News covered retail crime, TRAIN youth worker Georgie was invited to share her perspective. Drawing on her experience supporting young people at risk of offending, she explained the underlying drivers and highlighted positive solutions like mentoring. Her contribution showed how TRAIN's frontline work can inform the public debate.

This year more than 100 young people benefitted from TRAIN's mentoring.



Fundraising successes!

None of what you have read in this report would have been possible without the generosity of our supporters. Some are major grant makers investing hundreds of thousands into youth work, others are local businesses, community groups and churches, and many are individuals who give quietly and often sacrificially. Whether large or small, each gift matters. Together, this collective generosity means young people in South Oxfordshire have safe spaces to go, trusted adults to turn to, and opportunities to thrive. For that, we are deeply grateful.

Skating for a Cause: 260 Miles in 24 Hours

Dom Brown and the RAF Skateboarding crew pushed themselves to the limit at UK Ultra Skate 2024, covering an incredible 260 miles in just 24 hours. Their effort raised £855 for TRAIN, with Dom explaining: "After working with young people for over a decade, I wanted to do more to support them in fun, safe spaces. Fundraising for TRAIN felt like the perfect way." Huge thanks to Dom and the team — every mile skated helps young people thrive.

£75,000 Grant Powers Expansion of Detached Youth Work

A major boost came this year from Ansvr Insurance's Programme of Giving. TRAIN received a £75,000 grant, paid over three years, to expand detached youth work across South Oxfordshire. The funding will allow us to double our outreach and support more young people where they need it most — on the streets, in parks and town centres. Ansvr's Managing Director, Sarah Cox, praised the partnership and backed TRAIN's ability to extend its reach at a time when young people need it more than ever.



“

“The work of TRAIN is so important in offering early intervention to young people, by giving them a safe space to congregate, raise awareness of societal risks and dangers, and in providing positive activities to support them making better choices going forward.”

- Matthew Barber, Thames Valley Police and Crime Commissioner

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TRAIN welcomes four new trustees

This year we welcomed four new trustees, bringing exceptional leadership and fresh insight to our board.

Andy Couldrick, now Chair, is the former CEO of Wokingham Borough Council and Birmingham Children's Trust, where he led a major turnaround in children's services. He also serves as a commissioner for the Department for Education.



Jackie McDowell, our Trustee for Finance, combines deep charity sector experience with a background in tax and business leadership, and holds a postgraduate diploma in charity finance and management.

Arthur Brown is a youth work specialist with 25+ years in intercultural engagement and leadership, including a decade training youth leaders in Lebanon.



Kate Courtney-Taylor brings a wealth of strategic and marketing experience from the medical sector, alongside a growing portfolio of grassroots youth and community roles. Together, they add strength, challenge and renewed purpose to our board.

Volunteers Make the Difference

This year we welcomed volunteers with skills ranging from DIY and media to youth work, finance and administration, along with students from Oxford Brookes. Each has added something valuable, whether helping behind the scenes or working directly with young people. Their time and commitment mean our spaces run more smoothly and our programmes reach further. We are grateful for all they have given.



TRAIN's Future Plans

Last year we said we would expand into Wallingford, strengthen our Board, diversify our income, recruit more volunteers, amplify youth voice, and publish a theory of change and forward strategy. We did all that. It has been a year of delivery and change, and it leaves us with a strong base to build from.

Looking ahead, our work is shaped by four strategic priorities.

Develop a leading youth work offer

We want TRAIN to be known for high-quality youth work. That means embedding ourselves more deeply in schools and rebuilding our detached work so young people see us regularly in parks and town centres. We will also relaunch our participation pathways, giving young people the chance to take on leadership roles and work towards qualifications.

Strengthen our reputation and connections

Partnerships are becoming part of who we are. From football with Oxford United in the Community to joint local provisions through the Didcot Community Partnership, we're working alongside more organisations than ever. In the year ahead, we'll grow these collaborations, and with it TRAIN's reputation in the local community. We also plan to host the first Didcot Youth Festival — a chance to bring young people, families and partners together on a bigger stage.

Build financial resilience

We know sustainability depends on strong back-end capacity. This year we will build our fundraising capacity, alongside appointing administration support, so we can improve our communication with supporters and free up delivery staff to focus on young people.

Expand carefully into new communities

Wallingford will be our focus for growth this year, with staffing stabilised and the programme broadened. Beyond that we are exploring other areas, taking time to see whether TRAIN's approach is the right fit. We will also pilot a residential sailing trip, testing the appetite for more adventure-based provision.

Financial Review

In total, TRAIN received **£293,719** in income this year (2023–24: £377,922). The difference between years reflects the timing of the legacy instalments. Importantly, our core income from trusts, foundations and statutory sources grew, giving us confidence in the underlying strength of our fundraising.

	2024-25	2023-24
Trusts and Foundations	144,353	110,565
Statutory Income	44,417	38,041
Faith Groups	3,451	3,380
Corporate Donations	6,621	9,763
Individual and Legacies	87,285	210,624
Other Trading Income	736	1,624
Charitable Activities	2,750	2,779
Investment Income	4,106	1,146
Total Income	293,719	£377,922

Hazel's Legacy
 The most significant factor shaping TRAIN's finances in recent years has been the Walker legacy. Hazel Walker, a local resident who believed in the power of youth work, left a large part of her estate to TRAIN with the wish that it be used to strengthen TRAIN's sustainability. Trustees have taken that responsibility seriously. The first instalment of £200,000 received in 2023/23 allowed us to restructure with a non-executive board and appoint a CEO, creating the leadership and stability needed for future growth. The final instalment of £78,000, received in 2024/25, is supporting investment in core capacity — leadership, administration and fundraising — which underpins all our delivery with young people.

Expenditure in the year was **£268,347**, with **£33,569** spent on raising funds (2023–24: £17,803) and **£234,778** on charitable activities (2023–24: £179,672). This increase reflects both the investment in building fundraising capacity and the expansion of direct delivery for young people. We hold one designated fund, created from the first phase of the Walker legacy to underwrite the CEO post. This fund is being spent down and we expect it to be fully used in the coming year.

Our funds at 31 March 2025 are:

- Unrestricted 197,573
- Restricted 8,481
- Designated 45,437
- Total Funds 251,491

Reserves policy and position

TRAIN's reserves policy is to hold free reserves equivalent to four to six months of operating costs. On the 2024–25 budget this equates to £93,000 to £140,000. At year end, free reserves stood at £197,573, which is above target. Trustees are clear this is a temporary position arising from the Walker legacy and the timing of income. We have a planned spend-down as we continue to invest in core capacity, and as TRAIN grows, the operating cost base against which reserves are calculated will increase, naturally bringing us back into range.



STRUCTURE, GOVERNANCE AND MANAGEMENT

The framework for the operation of TRAIN is set out in its Constitution dated 13 June 2023. The Charity is led by a Board of Trustees, who delegate day-to-day management responsibility to the CEO. The Board of Trustees meet four times a year, with additional meetings as necessary. Three sub-committees have been established to support the CEO with the day-to-day running of the Charity. They are Strategy and Operations, Fundraising and Communications, and Finance and Risk. Each has a term of reference and meets in advance of quarterly trustee meetings, providing oversight and reporting on key activities. A designated trustee has specific responsibility for oversight of safeguarding.

Members of the board of Trustees, who served during the year are listed below:

- Paul Brown
- Sabiene North
- Nicole Guest
- Andy Couldrick (appointed September 2024)
- Jackie McDowell (appointed September 2024)
- Arthur Brown (appointed October 2024)
- Maria Semmonds (resigned January 2025)
- Teresa Strike (resigned January 2025)
- Tom Smith (resigned January 2025)

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. New trustees have been found through online advertising and an open recruitment process. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. They receive an induction with the necessary information on the role and responsibilities of a Trustee and an understanding of the Charity's work and mission. All Trustees undergo safeguarding training, DBS checks and sign a declaration of eligibility.

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and 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 incoming resources and application of resources of the charity for that year.

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 judgements and 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 operation.

The Trustees are responsible for keeping sufficient accounting records that 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. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:



- Andy Couldrick, 22 October 2025

INDEPENDANT EXAMINER REPORT



Edmil Accountants UK Ltd
78A Broadway
Didcot
Oxfordshire
OX11 8AE
09 October 2025

Independent Accountants' report to the trustees of Didcot Train-Inspiring Young People on the preparation of accounts for the year ended 31 March 2025

In accordance with your responsibilities under the Charity Commission Act 2011, we have conducted an independent examination of the accounts of Didcot Train – Inspiring Young People for the year ended 31 March 2025. Our review was based on the company's accounting records along with the information and explanations provided to us.

This report is addressed solely to the Board of Trustees of Didcot Train – Inspiring Young People, in line with the terms outlined in our engagement letter. Our work focused exclusively on the examination of the accounts and stating the relevant matters we have agreed to include in this report. To the fullest extent permitted by law, we accept no responsibility to anyone other than Didcot Train – Inspiring Young People and its Board of Trustees as a collective for our work or for the contents of this report.

It is the responsibility of the Board of Trustees to ensure that Didcot Train – Inspiring Young People maintains adequate accounting records and prepares statutory accounts that present a true and fair view of the charity's assets, liabilities, financial position, and surplus.

In performing our independent examination, we adhered to the guidelines established under section 145(5)(b) of the Charity Commission Act. After reviewing the accounts prepared by the treasurer for the year ended 31 March 2025 under section 145 of the Act, I am satisfied that the accounts accurately reflect the transactions of Didcot Train – Inspiring Young People for the period under review. Furthermore, I did not identify any concerns or material misstatements in the accounts that could adversely impact the understanding or interpretation of the financial position of the charity.

Thank you for the opportunity to assist in this important process.

Edwin Samu- FCCA, FMAAT, BSc (Hons), MSc. PG. Cert.
Director
Edmil Accountants UK Ltd

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 MARCH

		2025				2024			
	Further details Note	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £	Unrestricted Funds £	Restricted Funds £	Designated Funds £	Total £
Income									
Income from									
Donations & Grants	3	142,022	144,841	-	286,863	239,465	133,532	-	372,997
Charitable Activities	4	2,750	-	-	2,750	2,779	-	-	2,779
Investment Income		4,106	-	-	4,106	1,146	-	-	1,146
Total		148,878	144,841	-	293,719	243,390	133,532	-	376,922
Expenditure on									
Raising funds		33,569	-	-	33,569	17,803	-	-	17,803
Charitable activities		59,600	175,178	-	234,778	80,934	98,738	-	179,672
Total	16	93,169	175,178	-	268,347	98,737	98,738	-	197,475
Net income/(expenditure)		55,709	(30,337)	-	25,372	144,653	34,794	-	179,447
Transfers between funds		45,468	-	(45,468)	-	(90,905)		90,905	-
Net movement in funds		101,177	(30,337)	(45,468)	25,372	53,748	34,794	90,905	179,447
Reconciliation of funds		12							
Total funds brought forward		96,396	38,818	90,905	226,119	42,648	4,024	-	46,672
Total funds carried forward		197,573	8,481	45,437	251,491	96,396	38,818	90,905	226,119

The notes on the pages that follow form part of these accounts



BALANCE SHEET

AT 31 MARCH

		2025		2024 (Restated)	
	Further details	£	£	£	£
Fixed Assets					
Office Equipment, Furniture & Fittings	5		-		-
			-		-
Current Assets					
Debtors	6	16,738		5,144	
Cash on Deposit		284,207		210,466	
Cash at bank and in hand		<u>20,312</u>		<u>32,537</u>	
			321,257		248,147
Current Liabilities					
Creditors: Falling due within one year	7	<u>69,766</u>		<u>22,028</u>	
			(69,766)		(22,028)
Net Current Assets			251,491		226,119
Creditors: Amounts falling due after more than one year					
			-		-
Total Assets			<u>251,491</u>		<u>226,119</u>
Represented by:					
Unrestricted Income Funds			197,573		96,396
Designated Funds			45,437		90,905
Restricted Income Funds	9		8,481		38,818
			<u>251,491</u>		<u>226,119</u>

Approved by the Trustees and signed on their behalf by:



Andy Couldrick, 22 October 2025

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. They have been prepared under the historical cost convention.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

1. Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.
2. Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund
3. For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions the legacy is treated as a contingent asset and disclosed.
4. Interest income is included in the accounts when it is earned.
5. Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation. Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds. From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2. LEGAL STATUS OF THE COMPANY

Didcot TRAIN - Inspiring Young People ('TRAIN') is a Charitable Incorporated Organisation ('CIO') registered with the Charity Commission of England and Wales under charity number 1176258.

NOTES FORMING PART OF THE FINANCIAL STATEMENTS

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025 (continued)

	2025			2024
3 DONATIONS AND GRANTS	Unrestricted £	Restricted £	Total £	Total £
Trusts and Foundations				
BBC Children In Need	-	30,000	30,000	30,000
David Riddell Memorial Fund	-	15,000	15,000	15,000
Awards For All	-	6,137	6,137	16,622
Oxfordshire Community Foundation	-	2,805	2,805	8,776
OCF Step Change	-	20,627	20,627	5,000
Sovereign Network Group	-	7,411	7,411	10,822
Pye Charitable Trust	-	2,750	2,750	10,000
Laing Family Trust	-	4,500	4,500	-
Clarion Houseing	-	5,430	5,430	-
Ansvar Insurance	25,000	-	25,000	-
Didcot Powerhouse Fund	-	9,960	9,960	9,845
South Oxfordshire Housing Association	-	-	-	1,500
Others under £2000	5,980	8,753	14,733	3,000
	30,980	113,373	144,353	110,565
Statutory Grants				
Didcot Town Council	-	7,863	7,863	10,000
South Oxfordshire District Council	16,574	16,000	32,574	23,041
Thames Valley OPCC	-	3,980	3,980	5,000
	16,574	27,843	44,417	38,041
Faith Groups				
All Saints Church Didcot	2,000	-	2,000	2,000
Ladygrove Church Didcot	1,000	-	1,000	1,000
Others under £1k	451	-	451	380
	3,451	-	3,451	3,380
Corporate Donations				
PJT Patners (UK) Ltd	4,746	-	4,746	2,362
Behind Closed Doors	-	-	-	6,448
Waitrose Wallingford	-	1125	1125	-
Others under £1k	750	-	750	953
	5,496	1,125	6,621	9,763
Individual Donations & Legacies				
Regular Donations	2,009	-	2,009	2,952
One off donations	3,214	2,500	5,714	5,580
Gift Aid	1,592	-	1,592	2,092
Legacy	77,970	-	77,970	200,000
	84,785	2,500	87,285	210,624
Other Trading Activities	736	-	736	1,624
TOTAL DONATIONS AND GRANTS	142,022	144,841	286,863	373,997
4 CHARITABLE ACTIVITIES				
Income from Youth Work Services	2,750	-	2,750	2,779
TOTAL CHARITABLE ACTIVITIES	2,750	-	2,750	2,779

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31 2025 (continued)

		Office Equipment, Fixtures & Fittings	
		£	
5 FIXED ASSETS			
Cost			
Opening Balance April 1 2024			7,110
Disposals			-
Closing Balance March 31 2025			<u>7,110</u>
Accumulated Depreciation			
Opening Balance 1 April 2024			7,110
Charge for year			-
Closing Balance 31 March 2025			<u>7,110</u>
Net Book Value			
At 31 March 2025			<u>-</u>
At 31 March 2024			<u>-</u>
6 DEBTORS		2025	2024
Prepayments		6,238	1,312
Debtors	Accounts Receivable	9,000	
	Other Debtors	-	2,976
Accrued Income		1,500	1,856
		<u>16,738</u>	<u>6,144</u>
7 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR		2025	2024
Creditors & Accruals		2,526	-
PAYE & National Insurance		3,470	3,772
Pension Creditor		517	796
Deferred Income	Note 8	63,253	17,460
		<u>69,766</u>	<u>22,028</u>

8 DEFERRED INCOME	Released to			
	Balance 1.4.24	Funding Received	SOFA	Deferred 31.3.25
Didcot Powerhouse	9,960	9,500	9,960	9,500
BBC Children In Need	7,500	22,500	30,000	-
SNG 25-28 Grant	-	7,500	1,875	5,625
SODC Councillors Grant	-	10,000	-	10,000
OCF Living Essentials Grant	-	9,940	2,805	7,135
SNG Summer 25 Festival Grant	-	5,000	-	5,000
Awards 4 All	-	20,000	6,137	13,863
Clarion Housing	-	9,310	5,430	3,880
Pye Charitable Trust	-	10,000	2,750	8,250
	<u>17,460</u>	<u>103,750</u>	<u>58,957</u>	<u>63,253</u>

Deferred Income represents income received prior to 31 March 2025 but which relates to periods post 1 April 2025



NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

(continued)

9 RESTRICTED FUNDS

Services	Balance	Movement in Resources			Balance
	1.4.2024	Additions	Outgoings	Transfers	31.3.2025
	£	£	£	£	£
Drop In	6,178		6,178	-	-
Detached & outreach	-	5,875	5,875	-	-
Equipment	-	2,500	2,500	-	-
Football	-	1,000	1,000	-	-
Impact	7,356	4,036	11,392	-	-
Participation	-	6,930	4,180	-	2,750
Office	1,000	1,273	2,273	-	-
Overheads	1,835	52,863	54,698	-	-
Powerhouse	-	-	-	-	-
Holiday Activities	340	8,980	9,320	-	-
SYW Mentoring	7,215	8,730	14,272	-	1,673
Wallingford	7,210	21,752	27,335	-	1,627
Youth Empowerment	3,024	-	2,837	-	187
Youth Champions	-	9,960	9,960	-	-
Youth Club	4,660	14,942	17,358	-	2,244
Safer streets	-	6,000	6,000	-	-
Transfers between Funds	-	-	-	-	-
	38,818	144,841	175,178	-	8,481

10 DESIGNATED FUNDS

The Trustees designated £100,000 from the Walker legacy in January 2023 to cover the costs of employing a CEO. The balance carried forward at year end is £45,437 which is forecast to be fully utilised by 31 March 2026

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	2025			2024
	Fixed Assets	Net Current Assets	Total	Total
	£	£	£	£
Restricted Funds	-	8,481	8,481	38,818
Unrestricted funds	-	197,573	197,573	96,396
Designated Funds	-	45,437	45,437	90,905
	-	251,491	251,491	226,119



NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025 (Continued)

12 STAFF COSTS	2025	2024
	£	£
Salaries	157,395	124,202
National Insurance and Pension Contributions	<u>11,651</u>	<u>8,151</u>
Total	169,046	132,353
Temporary Staff & Consultancy	<u>-</u>	<u>-</u>
	<u><u>169,046</u></u>	<u><u>132,353</u></u>

Numbers	2025	2024
Number of staff employed	<u>7</u>	<u>7</u>
Full time Equivalents	<u>6</u>	<u>6</u>

No employees received employee benefits (excluding employer pension costs) of more than £60,000

Employee benefits paid to key management personnel totalled £45,465 (2024 £8,750)
This increase is due to the Director being employed for only 3 months in 2024.

The evaluated value of our volunteers time, for the year under review, of 1315 hours at rates provided by the European Social Fund, equates to a value of £22,595.

The staff annual leave year is the calendar year, but as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.

13 TRUSTEES' REMUNERATION AND EXPENSES

No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.
No amounts were reimbursed to any Trustees (2024 - NIL) during the year.

14 OBLIGATIONS UNDER LEASES

Operating leases

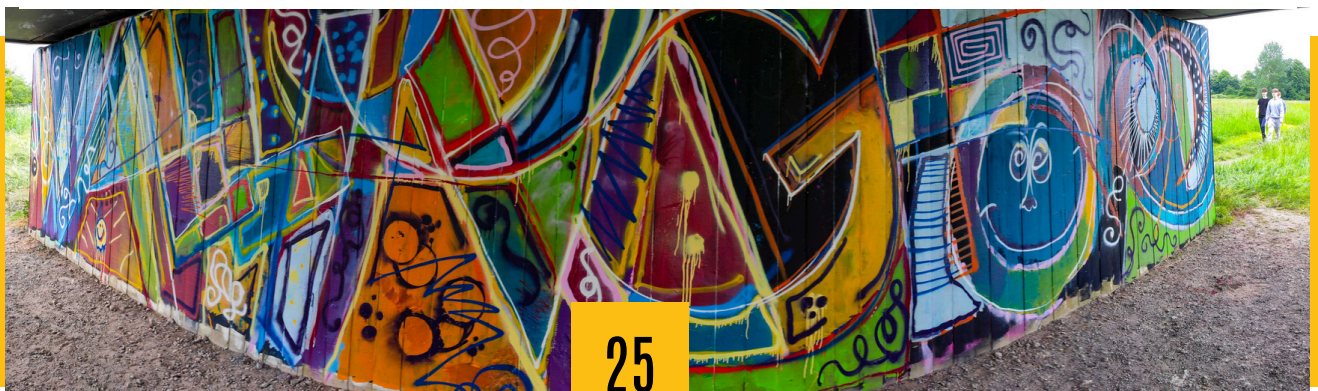
The total of future minimum lease payments is as follows:

	2025	2024
	£	£
Not later than one year	18,000	18,000
More than one year until first break clause	22,832	40,832
	<u>40,832</u>	<u>58,832</u>

The amount of non-cancellable operating lease payments recognised as an expense during the year was £18,000

15 RELATED PARTY TRANSACTIONS

The Trustees confirm that there have been no related party transactions that require disclosure in the accounting period



16 EXPENDITURE ANALYSIS

	Raising Funds		Charitable Activities										
	Total Year to 31.3.2025		Detached & Outreach	Holiday Programme	1:1 Mentoring	Youth Club	Participation	Impact	Youth Champions	Wallingford Youth Club	After School	Safer Streets	Football
	£	£	£	£	£	£	£	£	£	£	£	£	£
Direct Costs													
Direct Salaries	123,580		13,594	12,358	12,358	13,594	6,179	7,415	19,773	19,773	9,886	3,707	4,943
Direct Management	12,275		1,350	1,228	1,228	1,350	614	737	1,964	1,964	982	368	491
Direct Project Costs	21,703		77	3,098	180	3,183	1,180	1,189	6,357	3,671	113	93	62
Costs directly attributable to activities	157,558												
Direct fundraising costs	18,135	18,135											
Senior Management	33,190	8,298	2,263	2,263	2,263	2,263	2,263	2,263	2,263	2,263	2,263	2,263	2,262
Premises costs	39,178	4,701	4,701	2,351	1,959	9,795	3,134	1,959	2,742	1,959	1,959	1,959	1,959
Other Overhead Costs	20,286	2,434	2,434	1,217	1,014	5,072	1,623	1,014	1,420	1,014	1,014	1,014	1,014
	92,654												
TOTAL EXPENDITURE	268,347	33,569	24,420	22,514	19,002	35,256	14,993	14,577	34,519	30,644	16,218	9,405	10,731

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff time spent on each activity.



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Suite 1A 5/6 Marketplace
Didcot, Oxfordshire
OX11 7LE

Wallingford TRAIN
9 St Martin's Street
Wallingford
OX10 0AL

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www.trainyouth.org.uk

Charity Number: 1176258

DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

England & Wales - Charity number 1176258

Accounts

TRAIN

INSPIRING YOUNG PEOPLE

2023-24 ANNUAL REPORT
& ACCOUNTS



Charity number: 1176258

Didcot TRAIN - Inspiring Young People

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Didcot TRAIN - Inspiring Young People
Suite 1a 5/6 Marketplace
Didcot
Oxfordshire
OX11 7LE

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07458306358

Charity number: 1176258

Trustees

Andy Couldrick (chair)
Maria Semmonds
Teresa Strike
Paul Brown
Tom Smith
Sabiene North
Jackie McDowell
Nicole Guest
Arthur Brown

Independent Examiners

Edmil Accountants,
146 Broadway, Didcot,
Oxfordshire, England,
OX11 8SH

Bankers

CAF Bank
25 Kings Hill Avenue
Kent, ME19 4jQ

The names of all young people used in this report have been changed to protect their identity.

The trustees of TRAIN are pleased to present our annual report and financial statements for the year ended 31 March 2024. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements. TRAIN's trustees 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.

A message from our Chair and CEO

It has been an incredible experience to witness the growth and evolution of TRAIN during my six years on the TRAIN board. This last year, we have expanded our services to meet a growing need. As always, the true highlights are not the programmes or projects but the young people themselves and their inspiring stories of how TRAIN has impacted their lives. I hope you'll be inspired, too, as you read about them in the pages that follow.

As I reach the end of my time as chair, I'm delighted to introduce my successor, Andy, and our new CEO, Ben. Their combined experience is precisely what is needed for the next chapter of TRAIN, and I will continue to encourage them as a lifelong supporter and advocate of TRAIN.

Nicole Guest, Outgoing Chair

I am delighted to have stepped into the role of Chair of TRAIN Didcot. I've lived in and around Didcot almost all my life. My kids went to Didcot schools. I retired last year as Chief Executive of Birmingham Children's Trust, an organisation I worked with others to set up to run Birmingham City Council's children's services. I am now chair of the Trust, as well as a Commissioner working for the Department for Education.

I want to help TRAIN go from strength to strength, growing its reach to support young people in Didcot, Wallingford and beyond, and working hard to establish a strong and secure financial base for the charity to continue to thrive. I want to build on the great work Nicole, the board of trustees, Ben, and the team have done to get TRAIN to this point in its development.

Andy Couldrick, Incoming Chair

I joined TRAIN as CEO this year because I am determined to see young people in our community thrive and reach their potential. Through my first-hand experience as a TRAIN detached youth work volunteer, I believe in the power of youth work to bring meaningful change in the lives of young people.

The need for TRAIN has never been greater. With a rapidly expanding town and the traditional support systems stretched to breaking point, more and more young people are arriving at TRAIN in desperate need of help. It is vital that TRAIN continues to provide this support in the future, and for that, we will need your support and partnership. Together, we can create positive futures for young people in our community.

Ben Drabble, CEO



Our Vision

Every young person has the opportunities, tools and support to create a positive future.

Our Values

Honesty & Integrity

We communicate openly and honestly with the young people, communities, and stakeholders we serve.

Quality

We deliver quality youth work, building trust, personal growth, and positive change through respectful, engaging relationships.

Co-operation

We build co-operative relationships with local organisations, public bodies, and the community to give young people the best opportunity to thrive.

Collaboration

We partner with others to deliver more for young people, optimising resources and staying true to our mission.



My TRAIN mentor was really kind, and she helped a lot with my mental health.

Jessica

Our Mission

TRAIN exists to improve the life opportunities of young people aged 10 to 18 in Didcot and Wallingford, especially those who are in need, disadvantaged or vulnerable, by empowering them to make informed decisions, attain stability, and become integrated members of society.

We empower young people to develop a strong sense of self-worth, make good life choices, and accept and value their right to healthy relationships. Through engaging young people with our services, we watch their relationships with family, school and the wider community improve.

TRAIN helped me to develop my confidence, make friends, made me feel happier overall.

Tristan

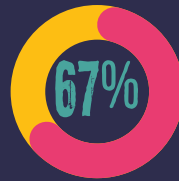
Charitable purpose

TRAIN's charitable objects, found in our constitution, are:

To help and educate young people, who are either homeless or otherwise in necessitous circumstances, through their leisure time activities to develop their physical, mental and spiritual capacities so that they may grow to full maturity as individuals and members of society, so that their conditions of life may be improved.



Our achievements - 2023/24 at a glance



The mentoring support from TRAIN has proved invaluable. The care and knowledge encourage our young people to build positive trusting relationships, confidence and motivate them to pursue and achieve their personal goals. **Diane Dobson, Inclusion Manager, St Birinus School**

OUR UNIQUE APPROACH TO EMPOWERING YOUNG PEOPLE THROUGH YOUTH WORK

We deliver youth work on three levels.

Level 1 – Universal access

Example: Youth clubs

This level offers inclusive and universal services open to all young people. The aim is to create safe, welcoming environments where young people can socialise, engage in positive activities, and access informal education. This level also includes designated spaces for marginalised groups.

Level 2 – Focused support

Example: Detached

This level focuses on reaching specific groups of young people, often those considered at-risk or in need of additional support. Young people are often reached in their own spaces through detached and outreach work. Participation is voluntary and usually on the terms set by young people.

Level 3 – Targeted intervention

Example: Mentoring

This level involves more intensive, individualised work, often through referrals from schools, social services, or other partners. It focuses on mentoring or structured programmes designed to address specific needs or challenges faced by young people.



“**TRAIN is a shining light of youth work in Oxfordshire. The variety of services, the passionate and well equipped team and the position as a traditional but forward thinking youth work service are a real asset for the young people in Didcot and surrounding areas.**
David Cruchley Oxfordshire Youth

”

LEVEL 1 UNIVERSAL ACCESS

Youth Club

The Youth Club is an open-access session that we run four times a week. It provides a safe, warm space where young people can hang out with friends, talk to youth workers for informal chats and advice, and enjoy snacks, drinks and activities. Over 320 young people attended the Youth Club last year, our highest attendance in a single year! A highlight from the year was the popular games evening and FIFA tournament. We also enjoyed tasting food from different cultures.



JASON

Jason, 13 years old, had been using class-A drugs and was becoming increasingly disengaged from school and experiencing challenges at home. Jason would attend youth club with friends, and one week, he decided to share his situation with our youth workers, whom he trusted. Our youth workers immediately took steps to safeguard Jason and supported him, facilitating conversations with his school and parents about ways we could all work together to help. Jason reduced his drug use, began making more positive choices and continued to work with our youth workers to improve his situation.

Year 5 and 6 Youth Club

We saw our Year 5/6 youth club grow as many young people joined after participating in primary school mentoring programmes, allowing youth workers to offer extra support before transitioning to secondary school. Highlights from last year included playing rounders in the park, a group baking session, a movie night, and team-building games. The youth club helped young people to build confidence and form positive connections in a safe, supportive environment.



“ Youth club is a great space for us to go as a group, chill and do activities. Everyone is accepted there. Caleb ”



Sports

We run a summer sports programme to offer fun and interactive opportunities for young people who might otherwise be bored during the holidays. We have also run weekly football sessions, which are well attended, and we receive great engagement from the young people. Last year we organised two trips to London, where groups of young people travelled by train and the underground to climb the O2 Arena. This provision provided positive, challenging opportunities for young people, particularly at a time when they might otherwise lack engagement.

Shout

Our SHOUT! group aims to reach LGBTQ+ young people and allies and is one of the only such regular provisions for young people in Oxfordshire. The values of this group centre around being welcoming and supportive, with young people always striving to learn new things and teach others. Throughout the year, we have connected with 36 young people. As part of our commitment to supporting LGBTQ+ young people, our whole team engaged in a full day of accredited training in Supporting Trans, Non-Binary, and Gender Diverse Young People and LGBTQ+ Mental Health.



For LGBTQ+ History Month, we took five young people from Shout! to Queer Britain in London, the first dedicated LGBTQ+ museum in the UK, to learn about queer history and culture. The museum trip provided a safe space for the young people where they felt like they could relax and be themselves. An interactive mosaic exhibit allowed young people to contribute their thoughts on the importance of LGBTQ+ visibility.

LEVEL 2 FOCUSED SUPPORT

Detached and Outreach

Our detached and outreach sessions focus on meeting young people where they are, in places like town centres, green spaces and skate parks. We engage on their terms, listen to their needs, provide positive role models, and signpost to support and other services. We scaled up our detached work last summer in Didcot and branched out into Wallingford as well. Engaging with young people in their spaces was hugely successful. We experienced impactful moments when young people approached us in times of need, and we were able to provide support and advice.



REDUCING RISK

During a detached session in Didcot Town centre youth workers approached a group of young people in the process of being confronted by security guards, both groups were animated resulting in a tense situation. The security guards were ready to call the police due to the young people possessing plastic guns/ bullets and running in and out of shops. The youth workers worked to de-escalate the situation using their pre-existing rapport with the young people, asked them to leave, and invited them to attend youth club instead.



Holiday Programme

This past year's holiday programmes aimed to provide young people with healthy, fun, and informative experiences. We offered activities encouraging healthy living, such as football sessions, boxercise classes, and a drug and alcohol awareness workshop. 48 young people engaged over the holidays. One highlight was a trip to Bournemouth to enjoy a day at the beach. We also visited some of our favourite places, including Wet and Wild for their lake obstacle course, various trampoline parks, Oxford for ice skating, and our annual trip to Thorpe Park.

Dinner and Debate

Dinner and Debate is about great food and great conversation. We choose our conversation topics based on what is currently influencing young people. Over the last year, we've hosted impactful discussions on issues such as river safety during the summer months, drug and alcohol awareness, positive relationships, school rules, and politics. The young people engage in informal conversations, create posters and artwork, and participate in games and worksheets. We worked with various groups throughout the year, engaging 81 young people in this provision.

Drop-In

Drop-in sessions served as a quieter environment compared to our other youth club provisions, allowing for meaningful conversations with young people on various topics. Access to small meals was also a significant draw, enabling us to support our young people in trying new foods and preparing their meals. Attendance at drop-in sessions was good, with young people who were personally invited bringing their peers, which helped to expand our reach to 83 individuals. By listening to the needs and wants of the young people, we customised the drop-in sessions, positioning them to create a welcoming space where young people felt comfortable relaxing and talking to youth workers.



I really enjoy TRAIN. I love dropping in after school after a long week and having a space to talk to youth workers. Kristy



LEVEL 3 TARGETED INTERVENTION

1:1 mentoring

19 young people benefitted from our 1:1 mentoring programme. We provided tailored guidance to address their unique challenges, often around social and emotional difficulties. We received referrals coming from primary and secondary schools, the local community, and young people reaching out to us directly. A significant positive outcome over the year was the successful signposting of young people we encountered through detached and outreach sessions into mentoring relationships, demonstrating the synergy between our programmes.



KYLE

Kyle, 14, was attending youth club and approached one of our youth workers to request participation in 1:1 mentoring. He was engaged in antisocial behaviour in the community, susceptible to peer influence, and increasingly involved in confrontations with peers and the public. He was also experiencing numerous suspensions at school, bordering on exclusion. Through various 1:1 sessions, including in-depth work on identity, Kyle finished the mentoring programme more confident and equipped with skills to make better decisions as he navigated the next stage of his life.

Primary group mentoring

Our primary group mentoring was in high demand this year. We delivered eight rounds of our mentoring programmes at six different primary schools, focusing on mental health and wellbeing, self-esteem and confidence, and positive decision-making. Overall, we had excellent engagement from the young people. The subsequent celebration trips we offered were very popular too! One parent said, "The school mentoring group was really helpful and came just at the right time for my daughter who was really struggling with relationships with other girls."

Participation

Participation projects are a highly impactful aspect of youth work, as they help young people feel a sense of belonging within their communities and push them out of their comfort zones. We had two inspirational young people planning and presenting our podcasts, with one of them going on to present on stage at our celebration event. Other projects included a community litter pick, facilitating a games day with care home residents, appearing on Wallingford Radio, creating care packages, and assisting with the interview process for TRAIN's new CEO.



Safer streets

Safer Streets is a new project that ran as a pilot scheme in local secondary schools aimed at reducing violence against women and girls. The project is based on the belief that violence against women and girls thrives in a culture where sexism is accepted or tolerated, so we need to challenge 'everyday sexism,' sexist language, and jokes to address the issue. The pilot scheme was a huge success, and we were pleased to assist the young people in producing videos and materials to raise awareness of these issues, which were then shown in assemblies to the rest of the school.

Mentoring boosted my mood and helped me deal with my problems.

Jay



I come into school more when I know mentoring is going to be on, it's something to look forward to.

Elsie

VOLUNTEERS

We love our volunteers! This fantastic group of local world-changers are right at the heart of the organisation. In the last year, we had 20 different volunteers support our work in ways ranging from fundraising, youth work delivery, DIY, administration, music workshops, gym sessions, and so much more. Our volunteers allow us to scale up our work and increase our reach whilst also bringing different trusted adults and role models into the lives of our young people. We want to take the opportunity to say a huge thanks to all our volunteers!



To find out more about the different ways you could volunteer with TRAIN, visit trainyouth.org.uk/volunteer



BASE COUNCIL

At TRAIN, we believe that placing the voice of young people at the heart of our organisation is crucial to our success. This year, we're proud to have established our Base Council – a group of young people who speak directly into the decision-making processes at TRAIN. The Base Council has already made significant contributions, including participating in the selection process for our new CEO and members of our youth work staff team. We recognise that young people understand their needs and context better than anyone else, and as youth workers, one of our greatest tools is our ability to listen.



SUPPORTERS

None of the work written in this report would have been possible without the support of our generous financial supporters.

Whether it's statutory funders, local businesses, trusts, grantmakers, community groups, churches or individuals, we are immensely grateful that so many people have chosen to invest in the young people in our community. **Thank you!**

We had fun getting creative with our fundraising activity last year, which included an 80s disco night, a skydive and a 24-hour radio show!



Honouring Hazel Walker

Hazel was a local resident who believed in the power of youth work and left a significant part of her estate to TRAIN in her will. Hazel's wish was that the gift be used to increase the sustainability of TRAIN. To fulfil Hazel's wishes, we restructured TRAIN with a non-executive board and appointed a CEO, building a foundation for future growth and geographical expansion beyond Didcot. Hazel's legacy has had a transformative effect on our organisation, benefiting young people for generations.

For information about leaving a legacy to TRAIN, please get in touch.

Future plans

Increase our organisational resilience

Strengthen our board:

Recruit and induct four new trustees and complete a skills audit

Diversify our income:

Generate an additional £20k from alternative sources

Grow our reach and impact

Complete our Wallingford expansion:

Reach 150 young people in our first year

Increase our volunteer base:

Recruit 12 new volunteers

Empower our young people

Amplify youth voice:

Recruit five new young people onto our Base Council

Develop future leaders:

Ten young people to complete our participation pathway

Clarify our next chapter

Complete and publish a theory of change

Develop our business plan 2025-2028



Financial Review: Didcot TRAIN

Didcot TRAIN received income of £377,922 in the financial year 2023-24, an uplift of approximately 224% on the previous year (2022-23 £116,493). Details of our income are set out below, but the increase was primarily due to the receipt of a legacy of £200,000.

	2023-24	2022-23
Trusts and Foundations	110,565	62,416
Statutory Income	38,041	22,574
Faith Groups	3,380	3,000
Corporate Donations	9,763	6,467
Individual and Legacies	210,624	11,412
Other Trading Income	1,624	5,965
Charitable Activities	2,779	4,382
Investment Income	1,146	277
Total Income	£377,922	£116,493

In the year we spent £17,803 on raising funds (an increase from £264 in 2022-23) and we spent £179,672 on charitable activities (£169,636 in 2022-23).

The legacy income of £200,000 has enabled us to go ahead with the restructuring of the Board and appoint a full-time CEO (Ben Drabble) to whom the day-to-day management of the charity has been delegated. The Board has decided to designate £100,000 from the legacy to pay for the costs of employing Ben for the first 18 months.

Our reserves at 31 March 2024 are:

Unrestricted	96,396
Restricted	39,818
Designated	90,905
Total Funds	227,119

Didcot TRAIN has a policy of holding reserves to ensure the charity can continue its work, meet its obligations to staff and stakeholders and carry through its strategic plans. Our target reserves are between four and six months expenditure and our free reserves at 31 March 2024 of £96,396 are within that range.

TRAIN's accounts for the year ended 31 March 2024 have been independently examined by Edwin Samu.

Structure, Governance and Management

The framework for the operation of TRAIN is set out in its Constitution dated 13 June 2023. The Charity is led by a Board of Trustees, who delegate day-to-day management responsibility to the CEO. The Board of Trustees meet four times a year, with additional meetings as necessary. Three sub-committees have been established to support the CEO with the day-to-day running of the Charity. They are Strategy and Operations, Fundraising and Communications, and Finance and Risk. Each has a term of reference and meets in advance of quarterly trustee meetings, providing oversight and reporting on key activities. A designated trustee has specific responsibility for oversight of safeguarding.

Members of the board of Trustees, who served during the year are listed below:

- Maria Semmonds
- Teresa Strike (appointed 13 June 2023)
- Paul Brown (appointed 8 August 2023)
- Tom Smith (appointed 11 September 2023)
- Sabiene North (appointed 12 December 2023)
- Nicole Guest
- Brian McNamee (Resigned June 2023)
- Ayobami Tinuala (Resigned August 2023)
- Virginia Mead-Herbert (Resigned September 2023)

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. New trustees have been found through online advertising and an open recruitment process. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees. They receive the necessary information on the role and responsibilities of a Trustee and an understanding of the Charity's work and mission. All Trustees undergo safeguarding training, DBS checks and sign a declaration of eligibility.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice). The law applicable to charities in England and 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 incoming resources and application of resources of the charity for that year.

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 judgements and 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 operation.

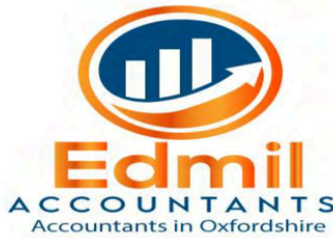
The Trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. 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.

Approved by order of the members of the board of Trustees and signed on their behalf by:



Andy Couldrick 23 October 2024

Independent Examiner Report



Edmil Accountants UK Ltd
146 Broadway
Didcot
Oxfordshire
OX11 8SH
15 October 2024

Independent Accountants' report to the trustees of Didcot Train-Inspiring Young People on the preparation of accounts for the year ended 31 March 2024

In accordance with your responsibilities under the Charity Commission Act 2011, we have conducted an independent examination of the accounts of Didcot Train – Inspiring Young People for the year ended 31 March 2024. Our review was based on the company's accounting records along with the information and explanations provided to us.

This report is addressed solely to the Board of Trustees of Didcot Train – Inspiring Young People, in line with the terms outlined in our engagement letter. Our work focused exclusively on the examination of the accounts and stating the relevant matters we have agreed to include in this report. To the fullest extent permitted by law, we accept no responsibility to anyone other than Didcot Train – Inspiring Young People and its Board of Trustees as a collective for our work or for the contents of this report.

It is the responsibility of the Board of Trustees to ensure that Didcot Train – Inspiring Young People maintains adequate accounting records and prepares statutory accounts that present a true and fair view of the charity's assets, liabilities, financial position, and surplus.

In performing our independent examination, we adhered to the guidelines established under section 145(5)(b) of the Charity Commission Act. After reviewing the accounts prepared by the treasurer for the year ended 31 March 2024 under section 145 of the Act, I am satisfied that the accounts accurately reflect the transactions of Didcot Train – Inspiring Young People for the period under review. Furthermore, I did not identify any concerns or material misstatements in the accounts that could adversely impact the understanding or interpretation of the financial position of the charity.

Thank you for the opportunity to assist in this important process.

Signature:.....

Edwin Samu- FCCA, FMAAT, BSc (Hons), MSc. PG. Cert.
Director
Edmil Accountants UK Ltd

Edmil Accountants UK Ltd,
146 Broadway, Didcot, Oxfordshire OX11 8SH
Registered in England No. 10507644, at 146
Broadway, Didcot, Oxfordshire OX11 8SH

Accounts

Statement of financial activities

FOR THE YEAR ENDED 31 MARCH 2024										
		2024					2023			
	Further details	Unrestricted Funds	Restricted Funds	Designated Funds	Total	Unrestricted Funds	Restated Restricted Funds	Designated Funds	Total	
	Note	£	£	£	£	£	£	£	£	
Income										
Income from										
Donations & Grants	3	239,465	133,532	-	372,997	52,829	59,005	-	111,834	
Charitable Activities	4	2,779	-	-	2,779	4,382	-	-	4,382	
Investment Income		1,146	-	-	1,146	277	-	-	277	
Total		243,390	133,532	-	376,922	57,488	59,005	-	116,493	
Expenditure on										
Raising funds		17,803	-	-	17,803	264	-	-	264	
Charitable activities		80,934	98,738	-	179,672	65,101	104,535	-	169,636	
Total	16	98,737	98,738	-	197,475	65,365	104,535	-	169,900	
Net income/(expenditure)										
		144,653	34,794	-	179,447	(7,877)	(45,530)	-	(53,407)	
Transfers between funds										
		(90,905)	-	90,905	-	-	-	-	-	
Net movement in funds										
		53,748	34,794	90,905	179,447	(7,877)	(45,530)	-	(53,407)	
Reconciliation of funds										
Total funds brought forward	12	42,648	4,024	-	46,672	50,525	49,554	-	100,079	
Total funds carried forward		96,396	38,818	90,905	226,119	42,648	4,024	-	46,672	

The notes on the pages that follow form part of the accounts



Balance Sheet

BALANCE SHEET					
AT 31 MARCH 2024					
		2024		2023	
	Further details	£	£	Restated	£
Fixed Assets					
Office Equipment, Furniture & Fittings	5		-		-
			-		-
Current Assets					
Debtors	6	6,144		3,198	
Cash on Deposit		210,466		45,000	
Cash at bank and in hand		32,537		29,773	
			249,147		77,971
Current Liabilities					
Creditors: Falling due within one year	7	22,028		31,299	
			(22,028)		(31,299)
Net Current Assets					
			227,119		46,672
Creditors: Amounts falling due after more than one year					
			-		-
Total Assets					
			227,119		46,672
Represented by:					
Unrestricted Income Funds					
			96,396		46,672
Designated Funds					
			90,905		-
Restricted Income Funds					
	9		38,818		-
			226,119		46,672
Approved by the Trustees and signed on their behalf by:					
Andy Couldrick	Date	23-Oct-24			



1 ACCOUNTING POLICIES

Basis of preparation

The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS102) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. They have been prepared under the historical cost convention. The figures for the prior year have been restated following the requirement to change from a cash basis to accruals basis in 2023-24.

Income

All incoming resources are included in the Statement of Financial Activities once the charity has legal entitlement to the resources, it is probable that the resources will be received and the monetary value of the incoming resources can be measured with sufficient reliability.

(1) Donations and grants are recognised on a receivable basis in accordance with the restrictions or conditions placed on their use and are deferred to the following period when their use is specified for future periods by the donor.

(2) Restricted income that is unspent at the end of a financial year, will be carried forward within the Restricted Fund

(3) For Legacies, entitlement is the earlier of the charity being notified of an impending distribution or the legacy being received. At this point income is recognised. On occasion legacies will be notified to the charity where it is not possible to measure the amount expected to be distributed. On these occasions the legacy is treated as a contingent asset and disclosed.

(4) Interest income is included in the accounts when it is earned.

(5) Donated goods and services are recognised in income at their fair value when their economic benefit is probable, it can be measured reliably and the charity has control over them. Fair value is determined on the basis of the value of the gift to the charity. A corresponding amount is recognised in expenditure.

Expenditure

Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis. Direct costs are those that can be readily attributed to specific activities. Support costs are allocated according to the amount of direct salaries charged to activities and with regard to the level of activity by our volunteers, to arrive at a reasonable statement of the cost of each activity.

Fixed Assets and depreciation

Tangible fixed assets are included at cost less depreciation. Depreciation is provided on Office Equipment and Office Furniture at the rate of 25% (straight line basis), from the date of acquisition of the asset. Fixed Assets costing over £1,000 are capitalised in accordance with our Capitalisation Policy. Intangible assets are measured at cost less accumulated amortisation. Amortisation is charged so as to allocate the cost of intangibles less their residual value over their estimated useful lives using the straight line method.

Debtors and Creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at Bank

Cash at bank and in hand includes cash and bank accounts.

Financial Instruments

The charity only has assets and liabilities of an ordinary kind that qualify as basic financial instruments.

Unrestricted Funds

Unrestricted funds represent donations, grants and other incoming resources received for the objects of the charity without a specified purpose and are available as general funds. From time to time the Trustees may establish Designated Funds out of the Unrestricted Funds to meet contingencies.

Restricted Funds

Restricted funds are used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund, together with a fair allocation of management and support costs.

2 LEGAL STATUS OF THE COMPANY

Didcot TRAIN - Inspiring Young People ('TRAIN') is a Charitable Incorporated Organisation ('CIO') registered with the Charity Commission of England and Wales under charity number 1176258.

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 (continued)						
			2024		2023	
					Restated	
3 DONATIONS AND GRANTS			Unrestricted	Restricted	Total	Total
			£	£	£	£
Trusts and Foundations						
	BBC Children In Need		-	30,000	30,000	-
	David Riddell Memorial Fund		-	15,000	15,000	15,000
	Awards For All		-	10,000	10,000	-
	National Lottery Million Hours			6,622	6,622	
	Oxfordshire Community Foundation Step C		-	12,776	12,776	-
	Sovereign Housing Foundation		-	10,822	10,822	7,471
	Pye Charitable Trust		-	10,000	10,000	5,000
	B&Q Foundation		-	-	-	4,945
	St James' Place Foundation		-	-	-	5,000
	Garfield Weston		-	-	-	15,000
	Didcot Powerhouse		-	9,845	9,845	5,000
	Soha		1,500	-	1,500	3,000
	Others under £2000		-	3,000	3,000	2,000
			1,500	108,065	109,565	62,416
Statutory Grants						
	Didcot Town Council		-	10,000	10,000	-
	SODC		12,574	10,467	23,041	22,574
	Thames Valley Police Community Fund		-	5,000	5,000	
			12,574	25,467	38,041	22,574
Faith Groups						
	All Saints Church Didcot		2,000	-	2,000	2,000
	Ladygrove Church Didcot		1,000	-	1,000	1,000
	Others under £1k		380	-	380	- 0
			3,380	-	3,380	3,000
Corporate Donations						
	PJT Patners (UK) Ltd		2,362	-	2,362	5,002
	Behind Closed Doors		6,448	-	6,448	- 0
	Others under £1k		953	-	953	1,465
			9,763	-	9,763	6,467
Individual Donations & Legacies						
	Regular Donations		2,952	-	2,952	3,628
	One off donations		5,580	-	5,580	5,687
	Gift Aid		2,092	-	2,092	2,097
	Legacy		200,000	-	200,000	- 0
			210,624	-	210,624	11,412
	Other Trading Activities		1,624	-	1,624	5,965
	TOTAL DONATIONS AND GRANTS		239,465	133,532	372,997	111,834
4 CHARITABLE ACTIVITIES						
	Income from Youth Work Services		2,779	- 0	2,779	4382
	TOTAL CHARITABLE ACTIVITIES		2,779	- 0	2,779	4382

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED MARCH 31 2024 (continued)						
5 FIXED ASSETS			Office Equipment,Fixtures & Fittings			
	Cost					£
	Opening Balance April 1 2023					7,110
	Disposals					-
	Closing Balance March 31 2024					7,110
	Accumulated Depreciation					
	Opening Balance 1 April 2023					7,110
	Charge for year					-
	Closing Balance 31 March 2024					7,110
	Net Book Value					
	At 31 March 2024					-
	At 31 March 2023					-
6 DEBTORS					2024	2023
						Restated
	Prepayments				1,312	1,833
	Debtors	Accounts Receivable		2,976		
		Other Debtors		-	2,976	-
	Accrued Income				1,856	1,365
					6,144	3,198
7 CREDITORS : AMOUNTS FALLING DUE WITHIN ONE YEAR					2024	2023
						Restated
	Creditors & Accruals				-	120
	PAYE & National Insurance				3,772	1,802
	Pension Creditor				796	532
	Deferred Income		Note 8		17,460	28,845
					22,028	31,299
8 DEFERRED INCOME						
		Balance 1.4.23	Funding Received	Released to SOFA	Deferred 31.3.24	
	Didcot Powerhouse	9,845	9,960	9,845	9,960	
	BBC Children In Need	9,000	28,500	30,000	7,500	
	Didcot Town Council	10,000	- 0	10,000	- 0	
		28,845	38,460	49,845	17,460	
Deferred Income represents income received prior to 31 March 2024 but which relates to periods post 1 April 2024						



NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024							
(continued)							
9 RESTRICTED FUNDS				Movement in Resources			
		Balance					Balance
		1.4.2023	Additions	Outgoings	Transfers		31.3.2024
		Restated					
	Services	£	£	£	£		£
	Drop In	-	10,276	4,098	-		6,178
	ALMT	-	-	-	-		-
	DTC Wellbeing	-	-	-	-		-
	EDI	-	976	976	-		-
	Impact	-	7,356	-	-		7,356
	Moving Up	-	9,845	9,845	-		-
	Office	1,000	2,267	2,267	-		1,000
	Overheads	-	40,000	38,165	-		1,835
	Rent	-	15,000	15,000	-		-
	Holiday Activities	-	6,622	6,282	-		340
	SYW Mentoring	-	10,000	1,785	-		8,215
	Wallingford	-	12,500	5,290	-		7,210
	Youth Empowerment	3,024	2,490	2,490	-		3,024
	Youth Champions	-	-	-	-		-
	Youth Club	-	17,200	12,540	-		4,660
	Transfers between Funds	-	-	-	-		-
		4,024	134,532	98,738	-		39,818
10 DESIGNATED FUNDS							
The Trustees believe it is prudent to set aside a designated fund of £100,000 to cover the costs associated with the new CEO for the first 18 months of employment.							
11 ANALYSIS OF NET ASSETS BETWEEN FUNDS							
				2024		2023	
		Fixed Assets	Net Current Assets	Total		Restated Total	
		£	£	£		£	
	Restricted Funds	-	38,818	38,818		-	
	Unrestricted funds	-	96,396	96,396		46,672	
	Designated Funds	-	90,905	90,905		-	
		-	226,119	226,119		46,672	



NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR					
ENDED 31 MARCH 2024 (Continued)					
12 STAFF COSTS					
				2024	2023
					Restated
				£	£
	Salaries			124,202	105,080
	National Insurance and Pension Contributions			8,151	6,385
	Total			132,353	111,465
	Temporary Staff & Consultancy			-	-
				132,353	111,465
Numbers					
				2024	2023
	Number of staff employed			7	5
	Full time Equivalents			6	4
No employees received employee benefits (excluding employer pension costs) of more than £60,000					
Employee benefits paid to key management personnel totalled £8,750 (2023 £nil)					
The evaluated value of our volunteers time, for the year under review, of 350 hours at rates provided by the European Social Fund, equates to a value of £6,014.					
The staff annual leave year is the calendar year, but as an insignificant number of holidays are carried forward, we have not accounted for any liability in respect of holidays owed.					
13 TRUSTEES' REMUNERATION AND EXPENSES					
No remuneration, directly or indirectly, out of the funds of the charity was paid or was payable for the year to any trustee or to any person known to be connected to any trustee.					
No amounts were reimbursed to any Trustees (2022 - NIL) during the year.					
14 OBLIGATIONS UNDER LEASES					
Operating leases					
The total of future minimum lease payments is as follows:					
				2024	2023
					Restated
				£	£
	Not later than one year			18,000	18,000
	More than one year until first break clause			40,832	58,832
				58,832	76,832
The amount of non-cancellable operating lease payments recognised as an expense during the year was £18,000					
15 RELATED PARTY TRANSACTIONS					
The Trustees confirm that there have been no related party transactions that require disclosure in the accounting period					

NOTES FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024 (Continued)

16 EXPENDITURE ANALYSIS								
		Raising Funds	Charitable Activities					
	Total Year to		Detached & Outreach	Holiday Program	1:1 Mentoring	Youth Club	Participation	Impact
	£	£	£	£	£	£	£	£
Direct Costs								
Direct Salaries	106,715		21,608	10,768	9,378	21,605	6,285	- 0
Direct Management	2,589		288	192	192	285	288	- 0
Direct Project Costs	11,557		2,048	4,830		524	1,413	1,858
Costs directly attributable to	120,861							
Direct fundraising	11,201	11,201						
Senior Administrator	7,018	2,306	315	315	314	314	314	314
Premises costs	7,016		585	585	585	585	585	- 0
Other Overhead	39,758	3,283	3,283	1,988	1,988	9,952	2,374	- 0
	11,621	1,013	1,013	681	681	2,324	681	- 0
	65,413							
TOTAL EXPENDITURE	197,475	17,803	29,140	19,359	13,138	35,589	11,940	2,172

	Shout	Wallingford Youth Club	Drop In	Safer Streets	Football	Dinner Debate	Y6 Youth Club	Group Mentoring	ND Group
	£	£	£						
Direct Costs									
Direct Salaries	4,750	- 0	9,647	6,013	3,742	4,156	3,101	5,662	- 0
Direct Management	192	- 0	288	288	192	192	96	96	- 0
Direct Project Costs	9	455	256					29	135
Costs directly attributable to									
Direct fundraising									
Senior Administrator	314	314	314	314	314	314	314	314	314
Premises costs	585	- 0	585	585	585	585	585	581	- 0
Other Overhead	2,373	- 0	1,988	1,988	1,988	1,988	3,283	3,283	- 0
	681	- 0	681	681	681	681	912	911	- 0
TOTAL EXPENDITURE	8,904	769	13,759	9,869	7,502	7,916	8,291	10,876	449

Direct costs have been allocated to the charity's activities when they can be identified. Support costs are allocated according to broad judgements of the amount of staff and volunteer time spent on each activity.

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Didcot
Oxfordshire
OX11 7LE

Wallingford TRAIN
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OX10 0AL

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Charity number: 1176258

DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

England & Wales - Charity number 1176258

Accounts



didcottrain.org.uk



Report and Accounts for the Y/E 31 March 2023

Didcot TRAIN – Inspiring Young People

Patron: Lord Vaizey

Chair: Nicole Guest

Registered Charity No: 1176258

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Objectives and Activities

Didcot TRAIN - Inspiring Young People (“TRAIN”) is a Charitable Incorporated Organisation (“CIO”) registered with the Charity Commission of England and Wales under charity number 1176258.



We operate within the town of Didcot, Oxfordshire and work in the gap in provision of youth services for children and young people (“YP”) who do not easily engage with mainstream provision but nevertheless are vulnerable and at high risk and are exposed to educational failure, crime, child sexual exploitation, child drug exploitation, alcohol and substance abuse, and other risky behaviours. TRAIN’s mission is to seek out, engage and empower these children and YP and improve their longer-term life chances.



Chair's Welcome and Introduction

I am delighted to present to you the Annual Report and Accounts of TRAIN for the year ending 31 March 2023. The year presented us with a number of challenges, both in relation to our delivery and our operational structure. This was at a time when fundraising had become increasingly challenging and there was an ever-increasing need for our services, following the marked deterioration of the mental health of the young people we work with¹.

On the delivery side, from August 2022, we ran with a reduced youth work team as we were unable to replace our Senior Youth Worker role which became vacant in August 2022 due to lack of funding. Despite this, we were able to support more young people than ever, with over 850 young people engaging with our services over the year.

On the operational structure side, we were unable to recruit for the Business Development role which became vacant in August 2022. This role is critical to ensuring that we raise sufficient income to cover our expenditure. Further, our longstanding Chairman, Brian McNamee, had to retire in June 2023 due to ill health. I would like to take this opportunity to thank Brian for his tremendous work for, and support of, TRAIN over many years. He is greatly admired and respected by the trustees, staff and young people alike and we are delighted that he has agreed to stay on as an Ambassador for TRAIN.

Brian's sudden departure required us to make immediate changes to the trustee board. I therefore stepped into the Chair role, and recruited Teresa Strike, an experienced operational manager, to replace me as Treasurer. Later in the year, our marketing trustee, Virginia Mead-Herbett, and Charity Secretary, Ayobami Tinuala, also resigned, both for personal reasons. I would like to thank them for their hard work and professionalism. Whilst we have successfully recruited two new trustees, Paul Brown, with extensive youth work and safeguarding knowledge, and Tom Smith, who specialises in digital marketing, we have yet to recruit either a Business Development trustee or a Charity Secretary.

Recruitment is hampered by the fact that we currently have an operational trustee board and that both these positions require a significant time commitment. We have therefore decided to transition to a non-executive trustee board structure, which will require the recruitment of a Chief Executive Officer, who will have overall responsibility for the operation

¹ Young people who went through the pandemic are more likely to experience increased depression, social, emotional and behavioural difficulties and worsening general mental well-being. Source: Young People's Mental Health Changes, Risk, and Resilience During the COVID-19 Pandemic Jesus, September 2023
Montero-Marin, PhD, Verena Hinze, PhD, Karen Mansfield, PhD et al



of the organisation. I believe that this streamlining of management decision making will enable TRAIN to operate more efficiently going forward. It will also increase the resilience of the charity as well as making it easier to recruit new trustees.

This proposed restructuring has been made possible by the generous legacy of Mrs Hazel Walker, which we received in Summer 2023, and I believe honours her wish for us to use the donation to increase the sustainability of TRAIN.

On the financial side, our receipts for the period were £146,474 (PY: £111,258), whilst expenditure was £169,279 (PY: £118,866). Our unrestricted cash reserves as at 31 March 2023 were £39,833, or around 3.2 months of expenses, down from £48,287 at the end of March 2022. This is lower than our stated reserve policy of 4 to 6 months. However, as we had been made aware that we would receive a sizeable legacy in 2023, no further operational restructuring was taken at this time.

Finally, I would like to express my sincere thanks and gratitude to the individuals and families who give private donations and the following supporters of TRAIN, without whom we would be unable to undertake our work serving our community and the young people of Didcot:

All Saints Church, Didcot
Angus Lawson Memorial Trust
Awards for All
The Berry Lounge, Didcot
B&Q Foundation
Children in Need
The Community Safety Partnership
David Riddell Memorial CIO
Didcot Freemasons
Didcot Town Council
Didcot Powerhouse
Garfield Weston
GWR Didcot

Greggs the Bakers
Ladygrove Church
PJT Partners (UK) Limited
Pye Charitable Trust
Shanly Foundation
SODC
Soha Housing
St James Place Wealth Management Foundation
Tesco
The Mulberry Pub, Didcot
TK Maxx
Turners Court Youth Trust

TRAIN Chair

Nicole Guest

Youth Work Report

Introduction

Our current team consists of a Youth Work Delivery Manager, one full-time Senior Youth Worker, one part-time Youth Worker, a youth work apprentice and a part-time administrative assistant representing 4.3 Full-Time Equivalent employees (FTEs), down from 4.4 last year.

Core work

Our core youth work streams include detached and outreach, holiday activities, 1:1 mentoring and group mentoring, youth club and participation programmes.



Detached and Outreach Youth Work



Our detached work traditionally involves us approaching YP in locations where they tend to spend their time across the town. Our outreach delivery is similar to detached but involves us setting up base at a location around the town and informing YP where we are via social media. Our Outreach sessions have also seen our youth workers setting up Outreach posts in secondary school grounds. This has been instigated by schools as we improve our relationship with them and their YP.

Mentoring

We offer YP both one-to-one and group mentoring sessions and have also continued our work with local schools.

1:1 Mentoring

Our 1:1 mentoring program is designed to assist young individuals who require additional support in a serene and secure setting, away from their peers. Referrals for this

individualised support can be initiated by schools, professionals, or parents, and young people also have the option to refer themselves. Typically, this support spans a duration of six weeks, although it can be extended as needed to cater to the specific requirements of the young person.

Group Mentoring

Our group mentoring initiatives focus on young people who are referred by schools and encompass several programs that address key areas such as building confidence and teamwork, promoting mental health and wellbeing, and positive relationships within the school setting. These sessions are conducted over a six-week period and are designed to offer support to young individuals as they navigate the challenges they encounter, both within and outside of school.

Shout! LGBTQ+ and Allyship group

This LGBTQ+ support group is tailored to aid young individuals in their exploration of identity during a challenging phase of life. Recognizing the unique difficulties faced by LGBTQ+ youth, we established this group to address the specific needs of those who identify as part of the LGBTQ+ community, including allies who support their loved ones as they embark on their self-discovery journey. Our aim is to offer a secure environment where young people can freely explore their authentic selves. The group's sessions encompass workshops, enjoyable activities, and assistance from partnering organizations.



Artwork created by Shout! group this year.

Dinner & Debate

Dinner and Debate remains a thriving component of our offerings, following a format similar to our Shout! group. However, it extends the scope for discussing and debating an array of topics. In the middle of the session, young participants visit our local Greggs the Bakers, who generously contribute fresh food at the close of their business hours. This donated food fosters communal enjoyment during ongoing discussions, offering both sustenance and a safe environment for conversations on community and broader societal issues and topics.

Holiday Programmes



Over the past year, we've offered young people an array of exciting holiday trips and activities. These holiday programme endeavours introduce fresh experiences, foster confidence, enhance communication skills, and serve as a reward for their year-round involvement. In the most recent financial year, our offerings included:

- Laser Kombat
- Bowling
- Workshops on CV and Interviews
- Thorpe Park Fright Night
- Footgolf
- Bounce Parks
- Sports in the park and at local leisure centres
- Trips to local water parks
- Visits to local fire station

Youth Club



We currently run the youth club on Tuesdays and Thursdays with two sessions per night, one group for children under 12 and the other for the 12s and over.

The youth club is run at our new office, named The Base by our YP, which provides a safe place for YP, somewhere of their own, where they can relax, be themselves, and develop their personalities and relationships under the guidance of trained youth workers. Sessions provide informal learning, challenges, positive focussed activities, fun based learning, team building through games and life lessons.

Investing in Young People's Futures

In order to help YP attain stability in their lives, we aim to invest in the futures of the YP we are working with throughout the year. This typically involves giving YP opportunities to gain recognition for their achievements through awards and qualifications.

Participation Pathway

Our youth participation work is an important aspect of our delivery. Our Youth Workers aim to work with a number of YP engaged on our Participation Pathway, which gives YP the opportunity to gain greater responsibility and influence TRAIN's work by engaging with us at a variety of different strategic levels:

- **Young Volunteers:** YP that are at the beginning of their additional engagement with TRAIN and wish to offer their time to support the young ambassadors and young leaders at events.
- **Young Leaders:** YP who take a leadership role in planning and delivering events, trips and local social action projects to benefit other young people and their community.
- **Young Ambassadors:** YP are engaged at a strategic level and represent TRAIN and other young people at local community and regional meetings, as well as interviewing volunteers and staff.



Explore More Programme

"Explore More" is an intensive personal development programme that culminates in YP participating in a residential camp situated in the scenic south of France. The realization of these transformative residential experiences owes itself to the generous philanthropy of Mr.



Voorvaart, a Dutch entrepreneur and olive farmer. Mr. Voorvaart warmly hosts our YP at his olive farm, shouldering the costs of transport, food and accommodation as well as orchestrating a dynamic array of activities facilitated by trained guides.

In September 2022, we embarked on our first residential venture since the onset of the pandemic. This journey involved a diverse group of seven young people, each carrying their unique set of challenges and life experiences. The primary aim of this extraordinary

opportunity was to propel these young individuals beyond their comfort zones, fostering the development of their self-assurance. This venture lived up to its promise, with many participants gaining fresh perspectives and newfound confidence, motivating them to push their personal boundaries.

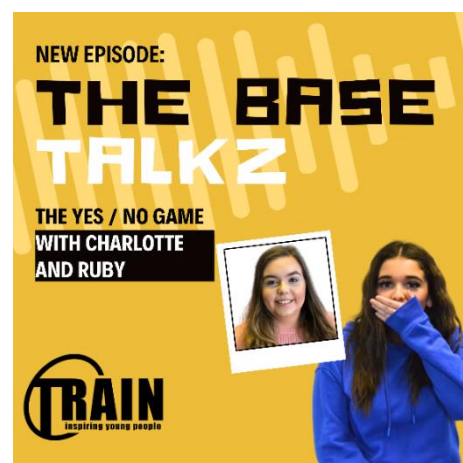
During their stay, the young people successfully conquered various challenges, including hiking up a mountain, engaging in coast steering, and abseiling. These opportunities were earned through their active participation in farm-based chores during the mornings, adding a valuable dimension to their personal growth.



Podcast- The Base Talkz

In January 2023, TRAIN launched a fresh initiative known as "The Base Talkz," which takes the form of a podcast. This concept originated from the enthusiasm of a specific young individual engaged with TRAIN. Over time, it has evolved into a monthly podcast series delving into subjects closely connected with the experiences of our young audience, ranging from the pressures of exams to matters concerning mental well-being.

"The Base Talkz" is entirely youth-driven, both in its presentation and design, and is brought to life with the valuable assistance of our dedicated volunteer, Tom.



Conclusion

We would like to thank all who have supported TRAIN's youth work throughout the year and, of course, all the YP who have been a privilege to work with. Over the past year, we were delighted to see a notable rise in youth engagement levels, all while maintaining a high standard of outcomes and quality work from our dedicated youth work team. As our town continues to expand, this achievement holds significant importance for us. With the increasing challenges that young people are likely to encounter, stemming from national economic difficulties, antisocial behaviour, service pressures, and limited resources, TRAIN strives to stay ahead wherever possible to provide the best support for young individuals, particularly those facing exceptional home and school challenges.

We have observed a growing uptake of our support services by schools, as well as increased requests from councils. This is in recognition of the impact of negative behaviours among young people, which not only affect the broader community but also hinder the personal development of the youth themselves. We extend our heartfelt appreciation to all those who have championed TRAIN's mission throughout the year, including supporters and grantors. We would like to especially acknowledge the invaluable contributions of our trustee board and operational volunteers, whose unwavering passion and hard work in supporting young people enable us to reach a larger audience with meaningful and high-quality interventions.

Youth Work Delivery Manager

Alex McSweeney



Financial Accounts



Charity Number: 1176258
 Suite 1A, 5/6 Market Place
 Didcot
 Oxfordshire
 OX11 7LE

RECEIPTS AND PAYMENTS ACCOUNT for the year ended 31 March 2023

	Year ended 31 March 2023			PY
	Unrestricted £	Restricted £	Total £	Total £
RECEIPTS				
Voluntary receipts ⁽¹⁾	53,965	87,850	141,815	109,848
Activities for generating funds (trading)	-	-	-	-
Bank interest	277	-	277	216
Charitable activities	4,382	-	4,382	1,194
Other receipts	-	-	-	-
Total Receipts	58,624	87,850	146,474	111,258
PAYMENTS				
Costs of generating voluntary receipts	264	-	264	373
Fundraising costs (trading)	-	-	-	-
Costs of charitable activities ⁽²⁾	66,347	100,652	166,999	118,101
Governance costs	-	-	-	44
	66,611	100,652	167,263	118,518
Purchase of fixed assets	467	1,549	2,016	348
Purchase of intangible assets	-	-	-	-
Total Payments	67,078	102,201	169,279	118,866
Net of Receipts and (Payments)	(8,454)	(14,351)	(22,805)	(7,608)
Cash balance brought forward from last year	48,287	49,291	97,578	105,186
Cash balance carried forward end of this year	39,833	34,940	74,773	97,578

Approved by the Trustees on 15 November 2023

Treasurer

Chair



STATEMENT OF ASSETS AND LIABILITIES AT 31 MARCH 2023

	As at 31 March 2023			PY
	Unrestricted £	Restricted £	Total £	Total £
CASH FUNDS				
Current Account	-	29,773	29,773	52,578
Deposit Account	39,833	5,167	45,000	45,000
	<u>39,833</u>	<u>34,940</u>	<u>74,773</u>	<u>97,578</u>
OTHER MONETARY ASSETS				
Gift Aid reclaimable	1,365	-	1,365	536
ASSETS RETAINED FOR THE CHARITY'S OWN USE				
Laptops & Computer Equipment ⁽³⁾	84	4,713	4,797	4,797
Project equipment	-	1,813	1,813	264
Mobile phones	37	720	757	757
Digital camera	-	251	251	251
Printer	330	-	330	330
Gazebo & bean bags	975	-	975	975
	<u>1,426</u>	<u>7,497</u>	<u>8,923</u>	<u>7,374</u>
LIABILITIES				
Payments due to NEST re pensions	532	-	532	509
Amount due Health Assured	720	-	720	-
Amounts due to HMRC re Tax & NI	1,803	-	1,803	1,630
	<u>3,055</u>	<u>-</u>	<u>3,055</u>	<u>2,139</u>

NOTES

- In Q4 22_23 we were notified that we were a beneficiary under the will of Mrs Hazel Walker and that the legacy would be received some time in 2023. £100,000 of this was received August 2023 and £100,000 received in September 2023. Some of this has been used to increase unrestricted reserves to be in line with our reserves policy. The remainder has been designated for our Trustee Board and operational restructuring.
- For the first quarter of the year, the Didcot Methodist Church kindly agreed to allow our staff to be temporarily based at their church on the Broadway free of charge. The value of this, based on the rental rate of the room we occupied, is estimated to be £3,750.
- A laptop stolen from a member of staff's car was replaced in the year. The cost was covered by insurance.
- TRAIN received discretionary rates relief from South Oxfordshire District Council which reduces its business rates bill to £nil. The value of this relief in 2022/23 was £785.00



Financial review

Financial Report for the year ended 31 March 2023

As a CIO with annual income of less than £250,000, TRAIN prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. TRAIN ended the year with cash balances of £74,773, a decrease of £22,805 from prior year.

Income

	22/23	21/22
	£	£
Churches	3,000	2,500
Grant makers	118,836	95,703
Events	0	0
Donations from individuals and corporates	16,514	10,709
Other income (incl. from charitable activities)	8,124	2,346
Total income	146,474	111,258

We are grateful to our grant-makers and company donors in the year:

- All Saints Church, Didcot
- Angus Lawson Memorial Trust
- Awards for All
- The Berry Lounge, Didcot
- B&Q Foundation
- Children in Need
- The Community Safety Partnership
- Didcot Freemasons
- Garfield Weston
- David Riddell Memorial CIO
- Didcot Town Council
- Didcot Powerhouse
- GWR Didcot
- Ladygrove Church
- PJT Partners (UK) Limited
- Pye Charitable Trust
- Shanly Foundation
- SODC
- Soha Housing

- St James Place Wealth Management Foundation
- Tesco
- The Mulberry Pub, Didcot
- TK Maxx
- Turners Court Youth Trust

We are also grateful to all our private donors, for their continued loyalty and generosity.

Expenditure

TRAIN's expenditure for the period can be analysed as follows:

	22/23	21/22
	£	£
Staff Costs	111,369	97,747
Building and Services Costs	34,384	120
Supplies and Consumables	2,730	4,825
Insurance	3,336	1,199
Project costs (incl. Residential trips)	15,099	14,583
Purchase of Assets	2,016	348
Governance costs	0	44
Fundraising costs	346	0
Total payments	169,279	118,866

Staff costs: Staff costs increased from prior year, principally reflecting wage increases as we follow the NJC pay scales. At the end of the financial year we operated with a full-time Youth Work Delivery Manager, two Youth Workers (one full-time) and a Youth Work Apprentice representing 3.8 FTEs (PY: 3.9 FTEs).

Building & Services costs: We moved into our new premises in the Market Place, Didcot in July 2022, hence our building and services costs are significantly higher than in the last financial year.

Supplies & Consumables: These primarily reflect stationery, printing, website and subscription costs. The decline year-on-year principally reflects lower telephony costs and the deferral of payment of our invoice to our employee assistance programme provider into the 23_24 financial year.

Project costs: This reflects the cash costs we incur relating to our detached and outreach work, youth clubs, holiday activities, mentoring and residential programme.

Asset Purchases: Minor purchases in the year related to equipment for the youth club and IT equipment.



Excess of Payments over Receipts

TRAIN had a deficit for the year ended 31 March 2023 of £22,805 (PY: £7,608). This deficit primarily reflected the lower than anticipated grant income reflecting the challenges in securing funding from foundations and grant givers in the current economic climate, offset in part by lower than budgeted staff costs due to the trustees decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022.

Cash Balances

TRAIN's reserves lie in its unrestricted cash balances of £39,833 as at 31 March 2023. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for youth work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

At the current scale of operations, with 3.8 FTEs as of 1 April 2023, the year-end unrestricted cash balance represented around 3.2 months of expenses, lower than our stated reserves policy. However, we were notified in Q4 22_23 that we would receive a material legacy in 2023. The trustees were therefore confident that no further operational restructuring was required at that time.

Teresa Strike

Treasurer

Structure, governance and management

The trustees of TRAIN are responsible for overseeing the running of the charity. The framework for the operation of TRAIN is set out in its Constitution dated 13 June 2023. The trustees hold a monthly meeting, with additional meetings as necessary, as they also double up as the management team. Individual trustees have responsibility for managing the charity's staff, finance, governance, fundraising, IT, premises and communications. Each individual trustee has responsibilities on which they lead. The chair of the trustees oversees all aspects of the charity's activities.

Alex McSweeney, our Youth Worker Delivery Manager, is currently responsible for the direct management of our Youth Workers. Alex reports to an Operations trustee, Maria Semmonds, who is responsible for overall staff management.

Independent Review

TRAIN's accounts for the year ended 31 March 2023 have been independently examined by Carolyn Fishwick, ACA.

Public Benefit Statement

TRAIN's trustees 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.

Recruitment and Appointment of New Trustees

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. Historically potential new trustees have been found through online websites, advertisements and through word of mouth. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees.

The policies and procedures for the induction and training of a new trustee are that, before appointment, the person is invited to research the Government Charity Commission website to familiarise themselves with trustees' duties and obligations, meet with some of the trustees and attend a trustee meeting in order to become familiar with TRAIN's work. The potential trustee then has the opportunity to further discuss the factors involved in becoming a trustee before a decision concerning his/her appointment is made. All new trustees receive a copy of TRAIN's constitution and latest Annual Report and Accounts and are required to sign a Declaration of Eligibility.



The Structure for the past year

Current Trustees

Nicole Guest (Chair)

Teresa Strike (Treasurer, appointed June 2023)

Maria Semmonds

Paul Brown (Appointed August 2023)

Tom Smith (Vice Chair, appointed September 2023)

Resignations after the Financial Period

Brian McNamee (Resigned June 2023)

Ayobami Tinuala (Resigned August 2023)

Virginia Mead-Herbert (Resigned September 2023)



Examiner's Report

Independent examiner's report to the trustees of DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

I report to the trustees on my examination of the accounts of TRAIN Inspiring Young People (the charity) for the year ended 31 March 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

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.

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


Carolyn Fishwick
FCA DChA
65 Dagdale Drive, Didcot, Oxfordshire
21 November 2023



DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

England & Wales - Charity number 1176258

Accounts



Annual Report and Accounts
for the y/e 31 March 2022

Didcot TRAIN – Inspiring Young People

Patron: Lord Vaizey
Chairman: Brian McNamee

Registered Charity No:
1176258



didcottrain.org.uk

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Objectives and Activities

Didcot TRAIN - Inspiring Young People ("TRAIN") is a Charitable Incorporated Organisation ("CIO") registered with the Charity Commission of England and Wales under charity number 1176258.



We operate within the town of Didcot, Oxfordshire and work in the gap in provision of youth services for children and young people ("YP") who do not easily engage with mainstream provision but nevertheless are vulnerable and at high risk and are exposed to educational failure, crime, child sexual exploitation, child drug exploitation, alcohol and substance abuse, and other risky behaviours. TRAIN's mission is to seek out, engage and empower these children and YP and improve their longer-term life chances.



Chairman's Welcome and Introduction

I am delighted to present to you the Annual Report and Accounts of TRAIN for the year ending 31 March 2022 and to report our continued success as we enter our twentieth year of operation. Despite the operational challenges of the pandemic, we supported over 700 young people in the year, via both our traditional services of detached, outreach and mentoring as well as our new services of youth club and art therapy. Our reach was extended through our collaboration with partners such as the local primary and secondary schools and other charities, such as the Abingdon Bridge. Consequently, we exceeded most of our KPIs for the year ended March 2022, which was critical to us receiving a revenue grant from South Oxfordshire District Council ("SODC") for the financial year 22/23.

The extended lockdowns through to July 2021 did, however, continue to affect our service provision in the early part of the financial year with limits on social mixing impacting core face-to-face services throughout the period e.g. group mentoring and school holiday trips. We also had to once again postpone our Annual Celebration Evening as well as the residential camps over the summer in France under our Explore More programme.

Post year end, following a very long search, we finally located suitable premises in the Market Place in Didcot and are pleased to report that we once more have a permanent base in the town. I would like to extend my thanks to the Didcot Methodist Church, who most generously allowed us to temporarily base our team at their offices whilst we searched for new premises, Pryors Didcot, for storing our furniture and equipment whilst we were homeless and the David Riddell Memorial CIO for providing a 5-year grant towards our rental expenses.

The Board of Trustees underwent change during the period with resignations from Matt Bezzant, who relocated to Ireland, and Greg Kurnikov, who has become a volunteer. I would like to thank them for the wonderful contribution they have made to TRAIN. Meantime the Board has been augmented by the appointment of Virginia Mead-Herbert as Communications lead and Ayobami Tinuala as Secretary. Whilst the Board is fully capable of meeting the challenges likely to be faced by TRAIN in the coming year, I believe we would be strengthened by the appointment of a trustee for business development and we are therefore currently recruiting for this role.

On the financial side, our receipts for the period were £111,258 (PY: £149,465), whilst expenditure was £118,866 (PY: £112,314). Our unrestricted cash reserves as at 31 March 2022 were £48,287, or around 3.8 months of expenses, slightly higher than PY of £41,970. This is slightly lower than our stated reserve policy of 4 to 6 months' and we are therefore endeavouring to increase our unrestricted reserves over the 22_23 financial year in order



that we can continue to operate at our current scale. However, despite concerted effort, we are finding it difficult to raise both restricted and unrestricted funding in the current financial climate. We therefore took the decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022. We will closely monitor the situation and should fundraising continue to fall below plan may require additional operational restructurings.

Finally, I would also like to express my heartfelt and sincere thanks and gratitude to the individuals and families who give private donations and the following supporters of TRAIN, without whom we would be unable to undertake our work serving our community and the young people of Didcot:

Aldi
Angus Lawson Memorial Trust
All Saints Church
Awards for All
Children in Need
The Community Safety Partnership
Didcot Freemasons
Didcot Methodist Church
Didcot Town Council
Garfield Weston

Greggs the Bakers
Ladygrove Church
Oxfordshire Community Foundation
OCC Youth Opportunity Fund
PJT Partners (UK) Limited
Pryors Didcot
Soha Housing
Sovereign Housing
Society of the Holy Child Jesus Christ CIO
SODC

TRAIN Chairman

Brian McNamee



Youth Work Report



Introduction

Our current team consists of a Youth Work Delivery Manager, one full-time Youth Worker, two part-time Youth Workers and a youth work apprentice representing 4.4 Full-Time Equivalent employees (FTEs), up from 3.7 last year.

Core work



As lockdown eased, we recommenced our core youth work streams of detached and outreach, holiday activities, 1:1 mentoring and group mentoring. Following our success in obtaining funding from the Youth Opportunity Fund, we also launched a youth club in May 2021.

Detached and Outreach Youth Work



Our detached work traditionally involves us approaching YP in locations where they tend to spend their time across the town. Our outreach delivery is similar to detached but involves us setting up base at a location around the town and informing YP where we are via social media. Our Outreach sessions have also seen our youth workers setting up Outreach posts in secondary school grounds. This has been instigated by schools as we improve our relationship with them and their YP.

Mentoring

We offer YP both one-to-one and group mentoring sessions and have also continued our work with local schools.

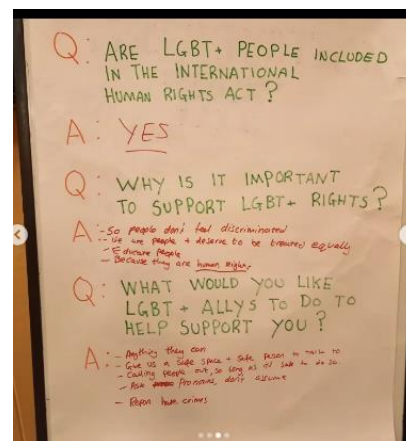
1:1 Mentoring

Throughout the year we have continued to utilise our mentoring programme as a means for supporting YP particularly likely to benefit from additional tailored support. Despite the lockdowns, we were able to continue this provision as it translated relatively easily to online sessions.

Group Mentoring

Young Women's Group & Shout

This gender specific group remained important in offering young women a safe environment in which to enhance understandings of topics particularly relevant to their gender group. During the year, our Young Women's Group was replaced by Shout. We made this change when it became apparent that there was a need for a group for young people who identify as part of the LGBTQ+ community. This included allies of the group, who supported their friends and family. Especially at the beginning of their journey of self-discovery. This group provided a safe space like Young Women's previously to explore the topics the Shout young people can all relate to.



Dinner & Debate

Dinner and Debate has also continued to be a successful aspect of our provision. Overarching aims and topics correspond to those for Young Women's, but are more typically addressed through group discussions or debates. Mid-way through YP head to our local Greggs the Bakers, which generously provides us with fresh food at the end of its business day, to collect donated food which can be enjoyed communally during continued discussions.

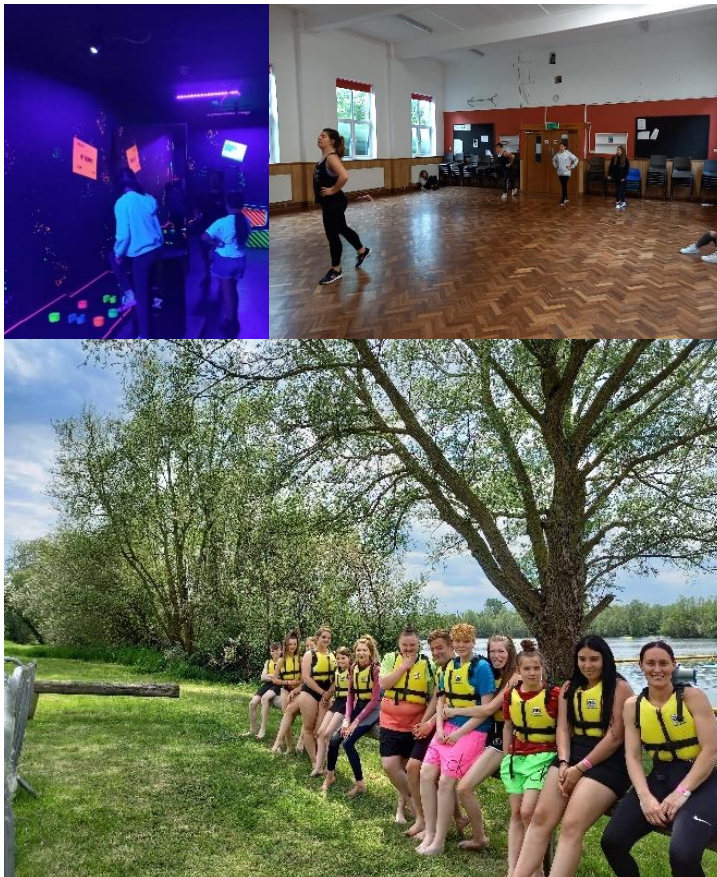
Art Therapy

At the beginning of the calendar year, we extended our provisions to offer Art Therapy to schools and young people. This work was possible due to the support of funders such as Awards for All, Soha Housing and Sovereign Housing. This offer was a mix of group and 1:1 Art Psychotherapy run by a qualified and HCPC accredited Psychodynamic Art Psychotherapist. Whilst exploring the behaviours and challenges young people face due to ongoing or past traumas, the aim of this work is to offer young people in schools art therapeutic interventions. Below is a testimony that shares the thoughts of one of the engaging schools.

[TRAIN] provides a huge benefit to [our school] community and we feel lucky to have someone who is both a trained Senior Youth Worker and licensed Art Psychotherapist working to support our students. As school staff, we are able to offer day-to-day pastoral and welfare support to our more vulnerable clientele, but it is useful for our students to be able to work on a one-to-one basis with a

trained professional, who is equipped at helping our students to navigate their thoughts and feelings in more detail, in a safe and confidential space. Her work complements both the academic and welfare support the students receive in school and it is hoped that this therapeutic intervention will help our students with their own emotional regulation. It also provides the students with a chance to work with someone 'neutral', as it can be difficult for our young people to talk about their feelings and particularly about any sensitive issues with members of staff they see and work with every day. We are very appreciative of the work she has done to support students here at [our school] so far and we look forward to developing our professional working relationship with her in the future - there's definitely a growing list of interest!

Holiday Programmes



In the last year we have provided young people with a number of new and fun holiday trips and activities. These holiday programme activities provide a new experience, develop confidence and communications skills, as well as reward their engagement throughout the year. In the financial year 2021-2022 we provided trips and activities such as:

- Laser Kombat
- Bowling
- CV and Interview workshops
- Gardening clubs
- Thorpe Park Fright Night
- Rave Yoga
- Bollywood dancing
- Sports in the park

Youth Club



Since the youth club started in May 2021, we have seen it grow in popularity. With around 20-30 young people attending per evening, we are able to offer a safe space for extended drop-in hours twice a week at the Southern Community Centre on Great Western Park. The centre has excellent facilities which means TRAIN can host lots of different activities whilst providing a safe and consistent space for young people to engage with trusted youth workers. Activities include:

- Gaming
- Table tennis
- Arts and crafts
- Outdoor games e.g. basketball and football
- Cooking

Investing in Young People's Futures

In order to help YP attain stability in their lives, we aim to invest in the futures of the YP we are working with throughout the year. This typically involves giving YP opportunities to gain recognition for their achievements through awards and qualifications.

Participation Pathway

Our youth participation work is an important aspect of our delivery. Our Youth Workers aim to work with a number of YP engaged on our Participation Pathway, which gives YP the opportunity to gain greater responsibility and influence TRAIN's work by engaging with us at a variety of different strategic levels:

- **Young Volunteers:** YP that are at the beginning of their additional engagement with TRAIN and wish to offer their time to support the young ambassadors and young leaders at events.



- **Young Leaders:** YP who take a leadership role in planning and delivering events, trips and local social action projects to benefit other young people and their community.

- **Young Ambassadors:** YP are engaged at a strategic level and represent TRAIN and other young people at local community and regional meetings, as well as interviewing volunteers and staff.

[Explore More Programme](#)

Explore More is an intensive personal development programme which culminates in YP attending a residential camp in the south of France. These residentials are made possible by the philanthropy of Mr Voorvaart, a Dutch entrepreneur and olive farmer, who generously hosts the YP at his olive farm, covers our transport, food and accommodation costs and provides a programme of activities with trained guides.

Unfortunately, due to the pandemic we had to cancel the 2020 and 2021 programmes but were delighted that, following a successful wonderful.org fundraising appeal and a grant from Turners Court Youth Trust, we were able to run the programme again in September 2022.

Conclusion

With the Covid-19 pandemic causing much disruption for many services across the country, TRAIN ensured that young people could still maintain their relationship with our youth work team through digital platforms. As the year has progressed and restrictions eased, we have been able resume our full face-to-face delivery. We have been delighted to give young people the chance to engage in person again. New young people have also engaged with TRAIN as they discover our services.

Schools have been reaching out for further support from TRAIN as we have seen many negative issues coming to the forefront after a turbulent pandemic. We are pleased to continue to support the young people and wider community.

We would like to thank all who have supported TRAIN's youth work throughout the year, including all the trustees for their incredible hard work, the amazing volunteers for their inspiring degree of support and, of course, all the YP who have been a privilege to work with.

Youth Work Delivery Manager

Alex McSweeney

Financial Accounts

RECEIPTS AND PAYMENTS ACCOUNT for the year ended 31 March 2022

	Year ended 31 March 2022			PY
	Unrestricted £	Restricted £	Total £	Total £
RECEIPTS				
Voluntary receipts	40,619	69,229	109,848	149,226
Activities for generating funds (trading)	-	-	-	-
Bank interest	216	-	216	239
Charitable activities	1,194	-	1,194	-
Other receipts	-	-	-	-
Total Receipts	42,029	69,229	111,258	149,465
PAYMENTS				
Costs of generating Voluntary receipts	203	170	373	175
Fundraising costs (trading)	-	-	-	-
Costs of charitable activities ⁽¹⁾	35,381	82,720	118,101	105,944
Governance costs	44	-	44	-
	35,628	82,890	118,518	106,119
Purchase of fixed assets	84	264	348	5,721
Purchase of intangible assets ⁽²⁾	-	-	-	475
Total Payments	35,712	83,154	118,866	112,314
Net of Receipts and (Payments)	6,317	(13,925)	(7,608)	37,150
Cash balance brought forward from last year	41,970	63,216	105,186	68,036
Cash balance carried forward end of this year	48,287	49,291	97,578	105,186

Approved by the Trustees on 8 November 2022



Treasurer



Chairman

STATEMENT OF ASSETS AND LIABILITIES AT 31 MARCH 2022

	As at 31 March 2022			PY
	Unrestricted £	Restricted £	Total £	Total £
CASH FUNDS				
Current Account	3,287	49,291	52,578	60,186
Deposit Account	45,000	-	45,000	45,000
	<u>48,287</u>	<u>49,291</u>	<u>97,578</u>	<u>105,186</u>
OTHER MONETARY ASSETS				
HMRC receivable ⁽³⁾	-	-	-	3,382
Gift Aid reclaimable	536	-	536	540
	<u>536</u>	<u>-</u>	<u>536</u>	<u>3,922</u>
ASSETS RETAINED FOR THE CHARITY'S OWN USE				
Laptops & Computer Equipment	84	4,713	4,797	4,713
Project equipment	-	264	264	-
Mobile phones	37	720	757	757
Digital camera	-	251	251	251
Printer	330	-	330	330
Gazebo & bean bags	975	-	975	975
	<u>1,426</u>	<u>5,948</u>	<u>7,374</u>	<u>7,026</u>
LIABILITIES				
Payments due to NEST re pensions	509	-	509	434
Amounts due to HMRC re Tax & NI ⁽³⁾	1,630	-	1,630	-
	<u>2,139</u>	<u>-</u>	<u>2,139</u>	<u>434</u>

NOTES

- 1 Throughout the year the Didcot Methodist Church kindly agreed to allow our staff to be temporarily based at their church on the Broadway free of charge. The value of this, based on the rental rate of the room we occupied, is estimated to be £15,000.
- 2 Relates to the redevelopment of our website.
- 3 £4,817 was owed by HMRC for SMP at the end of the prior year (31 March 2021).



Financial review

Financial Report for the year ended 31 March 2022

As a CIO with annual income of less than £250,000, TRAIN prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. TRAIN started the year with cash balances of £105,186 and ended it with cash balances of £97,578, a decrease of £7,608.

Income

	21/22	20/21
	£	£
Churches	2,500	6,914
Grant makers	95,703	122,004
Events	0	0
Donations from individuals and corporates	10,709	18,452
Other income (incl. from charitable activities)	2,346	2,095
Total income	111,258	149,465

We are grateful to our grant-makers and company donors in the year:

- Aldi
- All Saints Church, Didcot
- Angus Lawson Memorial Trust
- Awards for All
- Children in Need
- The Community Safety Partnership
- Didcot Freemasons
- Garfield Weston
- Didcot Town Council
- Ladygrove Church
- Oxfordshire Community Fund
- Oxfordshire County Council
- PJT Partners (UK) Limited
- SODC
- Soha Housing
- Society of the Holy Child Jesus Christ CIO



We are also grateful to all our private donors, for their continued loyalty and generosity. In particular, we would like to extend our grateful thanks to the following:

- Didcot Methodist church for their continued support in allowing our staff to be based at their offices whilst we looked for new premises
- Pryors Didcot for allowing us to store our belongings at their offices whilst we looked for new premises
- All our regular donors
- Everyone who donated during the St Peter's online quiz night

Expenditure

TRAIN's expenditure for the period can be analysed as follows:

	21/22	20/21
	£	£
Staff Costs	97,747	99,144
Building and Services Costs	120	(360)
Supplies and Consumables	4,825	2,684
Insurance	1,199	1,689
Project costs (incl. Residential trips)	14,583	2,961
Purchase of Assets	348	6,196
Governance costs	44	0
Total payments	118,866	112,314

Staff costs: Staff costs were broadly stable year on year. At the end of the financial year we operated with a full-time Youth Work Delivery Manager and four part-time Youth Workers representing 3.9 FTEs (PY: 4.6 FTEs).

Building & Services costs: We had no premises during the year. We moved into our new premises in the Market Place in July 2022 and therefore expect building and services costs in the current financial year to increase.

Supplies & Consumables: These primarily reflect stationery, printing, website and subscription costs.

Project costs: This reflects the cash costs we incur relating to our detached and outreach work, youth clubs, holiday activities and mentoring. Project costs were higher in the financial year due to the re-commencement of face-to-face services, in particular consumables and venue hire for group mentoring and youth clubs as well as trips.

Asset Purchases: Minor purchases in the year related to equipment for the youth club and IT equipment.



Excess of Payments over Receipts

TRAIN had a deficit for the year ended 31 March 2021 of £7,608. This deficit primarily reflected the unwind of restricted cash balances that had accrued during the pandemic as a result of the deferment of service provision, in particular the youth club, as a result of the lockdowns.

Cash Balances

TRAIN's reserves lie in its unrestricted cash balances of £48,287 as at 31 March 2022. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for youth work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

At the current scale of operations, with 3.9 FTEs as of 1 April 2022, the year-end unrestricted cash balance represented around 3.8 months of expenses, slightly lower than our stated reserves policy. Despite increased focus, fundraising in the current economic climate has been challenging, especially for core costs. The trustees therefore took the decision to postpone the recruitment of a replacement Senior Youth Worker role that became vacant in August 2022. We will closely monitor the situation and, should fundraising continue to fall below plan, may require additional operational restructurings.

Nicole Guest ACA

Treasurer



Structure, governance and management

The trustees of TRAIN are responsible for overseeing the running of the charity. The framework for the operation of TRAIN is set out in its Constitution dated 19 March 2022. The trustees hold a monthly meeting, with additional meetings as necessary, as they also double up as the management team. Individual trustees have responsibility for managing the charity's staff, finance, governance, fundraising, IT, premises and communications. Each individual trustee has responsibilities on which they lead. The chair of the trustees oversees all aspects of the charity's activities.

Alex McSweeney, our Youth Worker Delivery Manager, is currently responsible for the direct management of our Youth Workers. Alex reports to an Operations trustee, Maria Semmonds, who is responsible for overall staff management.

Independent Review

TRAIN's accounts for the year ended 31 March 2022 have been independently examined by Carolyn Fishwick, ACA.

Public Benefit Statement

TRAIN's trustees 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.

Recruitment and Appointment of New Trustees

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. Historically potential new trustees have been found through online websites, advertisements and through word of mouth. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees.

The policies and procedures for the induction and training of a new trustee are that, before appointment, the person is invited to research the Government Charity Commission website to familiarise themselves with Trustees duties and obligations, meet with some of the trustees and attend a trustee meeting in order to become familiar with TRAIN's work. The potential trustee then has the opportunity to further discuss the factors involved in becoming a trustee before a decision concerning his/her appointment is made. All new trustees receive a copy of TRAIN's constitution and latest Annual Report and Accounts and are required to sign a Declaration of Eligibility.



The Structure for the past year

Current Trustees

Brian McNamee (Chairman)

Nicole Guest (Treasurer)

Virginia Mead-Herbert (Appointed 22 May 2022)

Maria Semmonds

Ayobami Tinuala (Appointed 8 November 2022)

Resignations in the Financial Period

Matthew Bezzant (Resigned December 2021)

Greg Kurnikov (Resigned March 2022)

Resignations after the Financial Period

Ieva Vitolina (Resigned August 2022)





Charity Number: 1176258
 Suite 1A. 5/6 Market Place
 Didcot
 Oxfordshire
 OX11 7LE

RECEIPTS AND PAYMENTS ACCOUNT
 for the year ended 31 March 2022

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Approved by the Trustees on 8 November 2022

Treasurer

Chairman



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- 3 £4,817 was owed by HMRC for SMP at the end of the prior year (31 March 2021).

Independent examiner's report to the trustees of DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

I report to the trustees on my examination of the accounts of TRAIN Inspiring Young People (the charity) for the year ended 31 March 2022.

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').

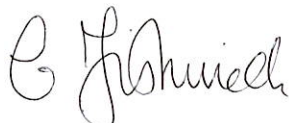
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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.

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



Carolyn Fishwick
FCA DChA
11 Viking Drive, Didcot, Oxfordshire
8 November 2022

DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

England & Wales - Charity number 1176258

Accounts

ANNUAL REPORT AND ACCOUNTS

For the year ended 31 March 2021

**DIDCOT TRAIN -
INSPIRING YOUNG PEOPLE**

Patron: Lord Vaizey
Chairman: Brian McNamee

Registered Charity No:
1176258

didcottrain.org.uk



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Objectives and Activities

Didcot TRAIN - Inspiring Young People (“TRAIN”) is a Charitable Incorporated Organisation (“CIO”) registered with the Charity Commission of England and Wales under charity number 1176258.



We operate within the town of Didcot, Oxfordshire and work in the gap in provision of youth services for children and young people (“YP”) who do not easily engage with mainstream provision but nevertheless are vulnerable and at high risk and are exposed to educational failure, crime, child sexual exploitation, child drug exploitation, alcohol and substance abuse, and other risky behaviours. TRAIN’s mission is to seek out, engage and empower these children and YP and improve their longer-term life chances.

Chairman's Welcome and Introduction

I am delighted to present to you the Annual Report and Accounts of TRAIN for the year ending 31 March 2021. As has been the case for many charities, COVID-19 has impacted our operations and continues to do so: we have yet to find suitable alternative premises following our move from 118 Broadway in November 2019 and have had to deal with ongoing disruption to our service provision resulting from numerous lockdowns and staff absenteeism due to illness and self-isolation requirements.

Despite these challenges, we have continued to support the development, health and emotional well-being of vulnerable young people in the Didcot area. This is in no small part thanks to the Didcot Methodist Church who have most generously continued to allow us to temporarily base our team at their offices whilst we search for new premises.

The extended lockdowns have, however, impacted our service provision as we were unable to provide certain core services, such as detached, outreach and school holiday trips, during these periods. We also had to postpone our Annual Celebration Evening as well as the residential camps over the summer in France under our Explore More programme. As a proportion of our funding is linked to these service provisions, we took the decision in April 2020 to defer the replacement of our Youth Work Delivery Manager and to furlough one part-time Youth Worker. However, following our success in obtaining funding from the National Lottery Community Fund and PJT Partners (UK) Ltd in May 2020, the furloughed youth worker was able to quickly return to work in June 2020. First time funding from the Society of the Holy Child Jesus Christ CIO meant that in October 2020 we were able to appoint a new Director of Youth Work Services.

In response to the pandemic, we moved many of our services to digital platforms so that we could continue to provide support throughout the lockdown period. Consequently, despite the difficult operating conditions we were able to meet most of our KPIs for the year ended March 2021, which was critical to us receiving a revenue grant from South Oxfordshire District Council ("SODC") for the financial year 21/22.

The Board of Trustees remained relatively stable over the period, except for the planned retirement of our business development trustee, Luke O'Neil, who, for positive personal reasons, did not stand for re-election after his three-year term of office expired. I would like to thank him for the tremendous contribution he has made to TRAIN. Subsequent to our year end, we were delighted to appoint Ieva Vitolina as our new business development trustee. During the year, the board was augmented by the appointment of Matt Bezzant as Secretary. However, for personal reasons, he will be retiring at the end of 2021 and we are therefore currently recruiting for this role.

On the financial side, our receipts for the period were £149,465 (PY: £142,580), whilst expenditure was £112,314 (PY: £123,939). Our unrestricted cash reserves at 31 March 2021 were £41,970 (PY: £41,255), thus enabling us to maintain our cash reserves at around 4.5 months of expenses, in line with our policy of maintaining reserves at 4 to 6 months of forecast expenses.

Finally, I would also like to express my heartfelt and sincere thanks and gratitude to the individuals and families who give private donations and the following supporters of TRAIN, without whom we would be unable to undertake our work serving our community and the young people of Didcot:

Angus Lawson Memorial Trust
All Saints Church
Awards for All
Children in Need
The Community Safety Partnership
Community of St. John the Baptist in
Begbroke
Didcot Baptist Church
Didcot Methodist Church
Didcot Town Council
Great Western Railways (Didcot)

Infineum UK Ltd
National Lottery Community Fund
Oxfordshire Community Foundation
OCC Youth Opportunity Fund
PJT Partners (UK) Limited
Pryors Didcot
The Didcot & Wallingford Rotary Club
Society of the Holy Child Jesus Christ CIO
SODC
Soha Housing
Tesco
The Good Exchange

TRAIN Chairman

Brian McNamee



Youth Work Report



Introduction

We had to suspend all of our face-to-face delivery for large parts of the year due to the successive lockdowns. Given this, and uncertainties over funding, we chose to operate with a reduced team for most of this financial year. Where possible we moved our services to a virtual platform so that we could continue to support the YP in the Didcot area.

However, given the face-to-face nature of most of our core service delivery, i.e. detached, outreach, mentoring and holiday activities, the prolonged lockdowns made it difficult for us to meet our annual KPI and grant targets. We therefore worked closely with our funders to find alternative delivery routes and performance metrics. We would particularly like to thank the Angus Lawson Memorial Trust, Children in Need and the Community Safety Partnership for their flexibility in this regard.

Our current team consists of a Youth Work Delivery Manager and four part-time Youth Workers, representing 3.7 Full-Time Equivalent employees (FTEs), down from 4.0 last year.

We are currently recruiting for another part-time Youth Worker but believe we are well positioned to continue to deliver our face-to-face services.

Core work



As lockdown eased, we recommenced our core youth work streams of detached and outreach, holiday activities, 1:1 mentoring and group mentoring. Following our success in obtaining funding from the Youth Opportunity Fund, we also launched a youth club in June 2021.

Detached and Outreach Youth Work



Our detached work traditionally involves us approaching YP in locations where they tend to spend their time across the town. Our outreach delivery is similar to detached but involves us setting up base at a location around the town and informing YP where we are via social media. Our Outreach sessions have also seen our youth workers setting up Outreach posts in secondary school grounds. This has been instigated by schools as we improve our relationship with them and their YP.

Both of these activities were curtailed during the year and whilst we moved to virtual drop-in sessions for Youth Workers to keep in touch with YP where we had established a relationship pre-pandemic, it was difficult to engage with new YP during the period.

Case Study - Detached and Outreach work

Whilst on a Detached session, youth workers approached a local skate park, where our staff could see a group of YP hanging around on the outskirts of the park. X, a young person known to Didcot TRAIN was amongst the group. Our team could tell something had happened due to their body language. When approached, they informed us that the police were at the skate park, so they had run off. They were unsure if they were going to get into trouble.

The youth workers asked X if they would like us to approach the police on their behalf to find out if they were allowed in the skate park. This was at a time when Covid-19 rules and guides were still very confusing for many people. X said they were happy for our youth workers to ask on their behalf.

The police officers approached, and our youth workers introduced themselves and explained the situation. They informed us that they had just come to say 'Hi' to the YP but that they had run off. Because of the way the YP had behaved, the police were concerned there was criminal activity going on. Our youth workers explained that the YP had panicked because they were concerned that they had misunderstood the guidelines. This positive engagement from Didcot TRAIN staff supported introductions with YP and the police officers and resulted in the YP continuing to use the skate park.

After this incident X and their friends, who would not normally engage with TRAIN, have become happy to speak with our youth workers when they are seen on detached.

Mentoring

We offer YP both one-to-one and group mentoring sessions and have also continued our work with local schools.

1:1 Mentoring

Throughout the year we have continued to utilise our mentoring programme as a means for supporting YP particularly likely to benefit from additional tailored support. Despite the lockdowns, we were able to continue this provision as it translated relatively easily to online sessions.

Group Mentoring

Young Women's and Young Men's Groups

These two gender specific groups have remained important in offering YP safe environments in which to enhance understandings of topics particularly relevant to their gender group. From discussions to team building and crafts, different techniques have been used to nurture knowledge and thinking, communication and awareness skills. Topics addressed and activities run are also largely influenced by the preferences of attendees. Examples of the sessions that have been delivered in these groups include:

- Using interactive website 'Be the Judge' to educate YP on court sentencing, by allowing YP to evaluate various crime and drug related scenarios.
- 'Reach Out': encouraging YP to consider the different services and individuals they can reach out to for support, writing them out onto paper hands as a regular reminder.
- Designing and pitching milkshake creations to develop creativity and problem-solving skills and boost YP's confidence in presenting their ideas.

Dinner & Debate

Dinner and Debate has also continued to be a successful aspect of our provision. Overarching aims and topics correspond to those for Young Women's and Young Men's, but more typically addressed through group discussions or debates. Mid-way through YP head to our local Greggs the Bakers, which generously provides us with fresh food at the end of its business day, to collect donated food which can be enjoyed communally during continued discussions.

Dinner & Debate Group Mentoring Case Study

X has been engaging with Didcot TRAIN since 2019. They have attended a range of our provisions in that time especially our 'Dinner & Debate' sessions. This young person is being supported by social services and has a history of criminal activity. During the pandemic they struggled to engage with Didcot TRAIN via our online provision. However, since the easing of rules surrounding our sessions and group sizes, they have become a regular face again at 'Dinner & Debate'.

During the pandemic X's home life had become increasingly chaotic and disruptive, and X had stopped attending college. Since the return of our face-to-face provision, X has become more trusting of our youth workers and has built an excellent rapport. This has meant that X's only stability at this time has been attending sessions regularly with Didcot TRAIN, where they can share their own concerns and worries and ask advice.

This positive and trusting relationship resulted in X informing a youth worker of a safeguarding concern, of which our staff had to escalate to the Police and MASH team. X was not angry or upset that this had been escalated but trusted the support from youth workers at Didcot TRAIN.

X has also used the safe non-judgmental space at Dinner & Debate sessions to discuss they aspirations of having a house and a family soon. This led to youth workers having a session on teen pregnancy, as they explained they wanted to be a parent so they could get a house, youth workers had a critical conversation about whether having a baby just to get a house was the right thing to do and if there could be other ways of getting a house. Important discussions like this are important to support YP making the right decisions in life.

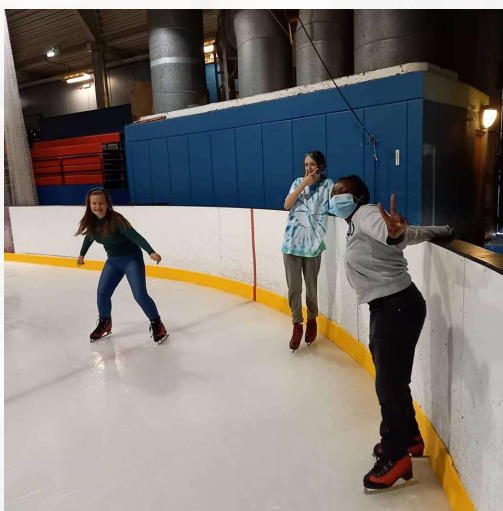
Head Start Programme



Our Head Start programme was launched in 2019 and is an early intervention programme offering group mentoring sessions to Year 6 11-year-olds at local primary schools. This programme is supported by the Angus Lawson Memorial Trust who has confirmed, following an assessment our Year 2 performance, that they will continue to fund the programme for another year. Despite the lockdowns, we were able to run a number of these programmes in local schools.

Each programme comprises six sessions focused on either: Promoting Wellbeing and Exploring Mental Health, Positive Behaviour in School, Team Building and Self-Esteem. This also contributes towards building an effective transition into secondary school.

Holiday Programmes



We were unable to run face-to-face activities, trips and workshops for YP during the financial year due to the pandemic but were delighted to be able to recommence our holiday programme in the summer of 2021.

Youth Club



Following our success in obtaining two-year funding from the Youth Opportunity Fund, we launched a youth club in the financial year. Launching during the pandemic was not ideal as we were unable to host face-to-face groups. However, as with much of our provision, this did not stop us, but meant we needed to look at alternative ways of engaging young people.

Our online youth club started in October 2020. This provided online team activities and polls for young people to engage with what they would eventually like to see in a face-to-face youth club.

In May 2021 we hosted our first face-to-face youth club at the new Southern Community Centre on Great Western Park, this session now is run twice weekly. This new centre has excellent facilities which means Didcot TRAIN can host lots of different activities.

Activities include:

- Gaming
- Table tennis
- Arts and crafts
- Outdoor games e.g. basketball and football
- Cooking





Over the last few months, we have seen large groups attend both evening sessions. YP come to engage with all the activities offered but also sometimes just to use the space to meet friends and chat to youth workers for advice.

We were also pleased to have Colin, a professional bicycle mechanic, attend one of our sessions in August to show young people how to look after their bikes.

Investing in Young People's Futures

In order to help YP attain stability in their lives, we aim to invest in the futures of the YP we are working with throughout the year. This typically involves giving YP opportunities to gain recognition for their achievements through awards and qualifications. Unfortunately this programme was suspended due to the pandemic in 20/21.

Participation Pathway

Our youth participation work is an important aspect of our delivery. Our Youth Workers aim to work with a number of YP engaged on our Participation Pathway, which gives YP the opportunity to gain greater responsibility and influence TRAIN's work by engaging with us at a variety of different strategic levels:

- **Young Volunteers:** YP that are at the beginning of their additional engagement with TRAIN and wish to offer their time to support the young ambassadors and young leaders at events.
- **Young Leaders:** YP who take a leadership role in planning and delivering events, trips and local social action projects to benefit other young people and their community.
- **Young Ambassadors:** YP are engaged at a strategic level and represent TRAIN and other young people at local community and regional meetings, as well as interviewing volunteers and staff.

[Explore More Programme](#)

Explore More is an intensive personal development programme which culminates in YP attending a residential camp in the south of France. These residentials are made possible by the philanthropy of Mr Voorvaart, a Dutch entrepreneur and olive farmer, who generously hosts the YP at his olive farm, covers our transport, food and accommodation costs and provides a programme of activities with trained guides.

Unfortunately due to the pandemic we had to cancel the 2020 programme and have postponed the 2021 programme due to continued uncertainties surrounding foreign travel. We look forward to recommencing the programme in 2022.

Conclusion

The COVID-19 pandemic substantially impacted our operations due to the reliance on face-to-face delivery for the majority of our services. However, we successfully transferred the majority of our programme to virtual platforms in order to support our YP and prevent the pandemic negatively impacting the rapport our youth workers had built with YP.

We are delighted that we have now been able to re-commence our face-to-face services and look forward to engaging with more YP in the Didcot area.

We would like to thank all who have supported TRAIN's youth work throughout the year, including all the trustees for their incredible hard work, the amazing volunteers for their inspiring degree of support and, of course, all the YP who have been a privilege to work with.

Youth Work Delivery Manager

Alex McSweeney

Financial review

Financial Report for the year ended 31 March 2021

As a CIO with annual income of less than £250,000, TRAIN prepares its accounts using the Receipts and Payments method permitted by section 133 of the Charities Act 2011. TRAIN started the year with cash balances of £68,036 and ended it with cash balances of £105,186, an increase of £37,150.

Income

	20/21	19/20
	£	£
Churches	6,914	7,814
Grant makers	122,004	118,255
Events	0	177
Donations from individuals and corporates	18,452	11,757
Other income (incl. from charitable activities)	2,095	4,577
Total payments	149,465	142,580

We are grateful to our grant-makers and company donors in the year:

- All Saints Church, Didcot
- Angus Lawson Memorial Trust
- Awards for All
- Children in Need
- the Community Safety Partnership
- the Community of St John the Baptist
- Didcot Baptist Church, Didcot
- Didcot Methodist Church, Didcot
- Great Western Railways (Didcot)
- Infineum UK Ltd
- National Lottery Community Fund
- Oxfordshire Community Foundation
- PJT Partners (UK) Limited
- SODC
- Soha Housing
- Society of the Holy Child Jesus Christ CIO
- Tesco
- The Good Exchange
- Youth Opportunity Fund

We are also grateful to all our private donors, for their continued loyalty and generosity. In particular, we would like to extend our grateful thanks to the following:

- All our regular donors
- Everyone who donated during the St Peter's online quiz night

Expenditure

TRAIN's expenditure for the period can be analysed as follows:

	20/21	19/20
	£	£
Staff Costs	99,144	101,980
Building and Services Costs	(360)	6,993
Supplies and Consumables	2,684	2,765
Insurance	1,689	1,285
Project costs (incl. Residential trips)	2,961	10,486
Purchase of Assets	6,196	430
Total payments	112,314	123,939

Staff costs: In April 2020, as a result of the pandemic, we deferred the replacement of our Youth Work Delivery Manager and furloughed one part-time Youth Worker. However, as a result of successful fundraising and our move to online provision, we were able to go back to full strength by September. At the end of the year we operated with a full-time Youth Work Delivery Manager and four part-time Youth Workers representing 4.6 FTEs. Last year we operated with an average of 2.7 FTEs.

Building & Services costs: We had no premises during the year and received a credit from our electricity supplier on the termination of our contract.

Supplies & Consumables: These primarily reflect stationery, printing, website and subscription costs.

Project costs: This reflects the cash costs we incur relating to our detached and outreach work, holiday activities, mentoring and international residential trips organised for young people under our Explore More Programme. Project costs were lower in the current financial year primarily because the residential trips scheduled for Summer 2020 and all holiday activity programmes were cancelled as a result of the COVID-19 crisis.

Asset Purchases: Four laptops with monitors, two tablets and four mobile phones were purchased in the year and our website was redesigned.

Excess of Payments over Receipts

TRAIN had a surplus for the year ended 31 March 2021 of £37,150. This surplus was primarily due to the deferment of service provision, in particular the youth club, as a result of the lockdowns.

Cash Balances

TRAIN's reserves lie in its unrestricted cash balances of £41,970 at 31 March 2021. The trustees have considered what an appropriate level of cash reserves would be, to provide stability to the operation, manage the cash flow timing differences between payments for youth work and receipts of income and cover the potential gaps between the end of one source of income and the securing of another. The trustees consider a cash reserve of between 4 and 6 months of expenses to be appropriate.

At the current scale of operations, with 4.6 FTEs as of 1 April 2021, the year-end unrestricted cash balance represented around 4.5 months of expenses. The trustees therefore consider the cash balance at the year-end to be appropriate for TRAIN's needs.

Nicole Guest ACA

Treasurer

Structure, governance and management

The trustees of TRAIN are responsible for overseeing the running of the charity. The framework for the operation of TRAIN is set out in its Constitution dated 3 August 2020. The trustees hold a monthly meeting, with additional meetings as necessary, as they also double up as the management team. Individual trustees have responsibility for managing the charity's staff, finance, governance, fundraising, IT, premises and communications. Each individual trustee has responsibilities on which they lead. The chair of the trustees oversees all aspects of the charity's activities.

Alex McSweeney, our Youth Worker Delivery Manager, is currently responsible for the direct management of our Youth Workers. Alex reports to an Operations trustee, Maria Semmonds, who is responsible for overall staff management.

Independent Review

TRAIN's accounts for the year ended 31 March 2021 have been independently examined by Esther Woollgar, ACA.

Public Benefit Statement

TRAIN's trustees 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.

Recruitment and Appointment of New Trustees

The trustees regularly review the balance of skills, competencies and experience which are needed to ensure that the charity continues to meet its aims and fulfil its charitable objects. Historically potential new trustees have been found through advertisements and through word of mouth. New trustees are appointed by a resolution passed at a properly convened meeting of the charity trustees.

The policies and procedures for the induction and training of a new trustee are that, before appointment, the person is invited to meet with some of the trustees and attend a trustee meeting in order to become familiar with TRAIN's work. The potential trustee then has the opportunity to further discuss the factors involved in becoming a trustee before a decision concerning his/her appointment is made. All new trustees receive a copy of TRAIN's constitution and latest Annual Report and Accounts and are required to sign a Declaration of Eligibility.

The Structure for the past year

Current Trustees

Brian McNamee (Chairman)

Matthew Bezzant (Appointed 8 September 2020)

Nicole Guest

Greg Kurnikov

Maria Semmonds

Resignations in the Financial Period

Luke O'Neil (Resigned 9 December 2020)

James Seddon (Resigned 7 June 2020)

Appointments after the Financial Period

Ieva Vitolina (Appointed 14 September 2021)



TRAIN Chairman: Brian McNamee

Registered Charity No. 1176258

t: 07458306358 e: info@didcottrain.org.uk www.didcottrain.org.uk



Charity Number: 1176258

Temporarily The Methodist Church Office
Broadway
Didcot
Oxfordshire
OX11 8AD

RECEIPTS AND PAYMENTS ACCOUNT
for the year ended 31 March 2021

	Year ended 31 March 2021			PY
	Unrestricted £	Restricted £	Total £	Total £
RECEIPTS				
Voluntary receipts	47,321	101,905	149,226	140,184
Activities for generating funds (trading)			-	-
Bank interest	239		239	195
Charitable activities	-		-	2,201
Other receipts	-	-	-	-
Total Receipts	47,559	101,905	149,465	142,580
PAYMENTS				
Costs of generating Voluntary receipts	175	-	175	119
Fundraising costs (trading)	-		-	-
Costs of charitable activities ⁽¹⁾	49,284	56,659	105,944	123,233
Governance costs	-	-	-	157
	49,459	56,659	106,119	123,509
Purchase of fixed assets	37	5,684	5,721	430
Purchase of intangible assets ⁽⁴⁾		475	475	-
Total Payments	49,496	62,818	112,314	123,939
Net of Receipts and (Payments)	(1,937)	39,087	37,150	18,641
Transfers between funds ⁽²⁾	2,652	(2,652)	-	-
Cash balance brought forward from last year	41,255	26,781	68,036	49,395
Cash balance carried forward end of this year	41,970	63,216	105,186	68,036

Approved by the Trustees on 16 November 2021

Treasurer

Chairman



STATEMENT OF ASSETS AND LIABILITIES AT 31 MARCH 2021

	As at 31 March 2021			PY
	Unrestricted £	Restricted £	Total £	
CASH FUNDS				
Undeposited cheques	-	-	-	530
Current Account	-	60,186	60,186	42,506
Deposit Account	41,970	3,030	45,000	25,000
	<u>41,970</u>	<u>63,216</u>	<u>105,186</u>	<u>68,036</u>
OTHER MONETARY ASSETS				
HMRC receivable ⁽³⁾	3,382	-	3,382	-
Gift Aid reclaimable	540	-	540	682
	<u>3,382</u>	<u>-</u>	<u>3,382</u>	<u>-</u>
ASSETS RETAINED FOR THE CHARITY'S OWN USE				
Laptops	-	4,713	4,713	900
Mobile phones	37	720	757	430
Digital camera	-	251	251	-
Printer	-	-	330	330
Gazebo & bean bags	-	-	975	975
	<u>-</u>	<u>5,684</u>	<u>6,668</u>	<u>2,635</u>
LIABILITIES				
Payments due to NEST re pensions	434	-	434	470
Amounts due to HMRC re Tax & NI ⁽³⁾	-	-	-	4,000
	<u>434</u>	<u>-</u>	<u>434</u>	<u>5,085</u>

NOTES

- 1 Throughout the year the Didcot Methodist Church kindly agreed to allow our staff to be temporarily based at their church on the Broadway free of charge. The value of this, based on the rental rate of the room we occupied, is estimated to be £15,000.
- 2 Transferred from restricted to unrestricted spending in May 2020 following permission of the grantor.
- 3 As at 31 March 2021, HMRC owed us £4,817 for SMP paid in the year.
- 4 Relates to the redevelopment of our website.

Independent examiner's report to the trustees of DIDCOT TRAIN - INSPIRING YOUNG PEOPLE

I report on the accounts of the Charity for the period ended 31 March 2021, which comprise the Receipts and Payments Account, the Statement of Assets and Liabilities and the related notes 1 to 4.

This report is made solely to trustees, as a body, in accordance with Section 145 of the Charities Act 2011 and regulations made under section 154 of that Act. My work has been undertaken so that I might state to the Charity's trustees those matters I am required to state to them in an Independent Examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the Charity's trustees as a body, for my work or for this report.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The Charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act
- to follow the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

Independent examiner's statement

In connection with my examination, except for the matter described above, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 130 of the 2011 Act and
 - to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act

have not been met or

- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Name: Esther Woollgar, ACA

Address: 5 Mead Walk, Didcot, OX11 7PA

Date: 22 November 2021