

A photograph of two young women sitting and smiling at each other. The woman on the left has dark hair pulled back and is wearing a grey t-shirt. The woman on the right has curly brown hair and is wearing a light grey sweatshirt. They are in a warm, indoor setting with a plant in the background.

ENDURE MENTORING

ANNUAL REPORT YEAR END 2024



CHAIR'S STATEMENT

This year truly felt like a new beginning. On behalf of the trustees, I am proud to present this year's annual report for Endure Mentoring. Over the past 12 months, we have continued to deliver life-changing support for some of the most vulnerable young people in our communities. We have grown our reach, strengthened our partnerships, and deepened the impact of our programmes through a trauma-informed, person-led approach.

The young people we support – particularly those who are care-experienced, excluded from education, or at risk of offending, face significant barriers. Yet, with the right mentoring, guidance, and opportunities, they show extraordinary resilience and potential. This year, we delivered over 1,000 hours of 1:1 mentoring, supported 65 care-experienced young people, and engaged over 200 professionals through our Who Cares youth-led training workshops.

Our work has been made possible by the dedication of our staff, mentors, trustees, and volunteers, as well as the generosity of funders and partners who believe in our mission.

This year, we embarked on a rebrand, ensuring our identity truly reflects our mission and values: to withstand with courage and to empower vulnerable young people to find their voice and build brighter futures. Our refreshed brand has helped us reach more communities, engage new partners, and position Endure as a trusted advocate for young people facing systemic barriers.

We also launched our Youth Advisory Panel, giving young people a direct role in shaping our services and strategic direction. Their voices have been instrumental in identifying gaps in support and inspiring new approaches, including the development of our latest youth-led programme, Who Cares, which equips care-experienced young people to create training for professionals and advocate for change.

Despite challenges in the wider funding landscape, we have stayed true to our vision: to provide authentic, lived-experience-led support that changes lives. We are deeply proud of what we have achieved together this year, and we look forward to building on this momentum in the year ahead.



WHO WE ARE

Endure Mentoring is a grassroots, youth-led organisation supporting young people aged 11–25 who are often overlooked by traditional systems. We work with care-experienced youth, those not in education, employment, or training (NEET), young people at risk of offending, and those involved with statutory services or the criminal justice system.

We also support young people who are at risk of exclusion or struggling within education due to complex behavioural needs, trauma responses, and unmet emotional or developmental needs. These are young people who are often misunderstood, labelled, or left behind — and we aim to change that.

Our approach is shaped by lived experience. Every mentor has walked a similar path and brings insight, understanding, and empathy that builds immediate trust. We believe that young people deserve more than behaviour management — they deserve belief, opportunity, and someone who will never give up on them.

What We Do

We provide:

- 1:1 Trauma-Informed Mentoring: Weekly sessions tailored to each young person's goals, pace, and emotional needs.
- Skills Development: Support to build confidence, life skills, and readiness for education or employment.
- Positive Activities: Safe spaces to take healthy risks, explore creativity, and reconnect with what they enjoy.
- Peer Support & Voice: Encouraging young people to support one another and contribute their voice to wider systems change.

Our work doesn't end at the session — we walk alongside young people, advocate for them, and help them take the steps to rebuild belief in themselves.

Where We Work

Endure Mentoring delivers support across a range of youth-centred settings, including:

- Community Environments — safe, trusted spaces such as youth hubs, cafés, or local meeting points
- Education Settings — including pupil referral units (PRUs), alternative provision, and reintegration support
- Supported Accommodation & Children's Homes — offering in-reach to young people in care or leaving care
- Flexible Outreach — meeting young people where they are, both physically and emotionally

This flexibility ensures our support is accessible, consistent, and responsive to young people's realities, not bound by institutional walls or rigid structures.

Outcomes for Young People

Our trauma-informed mentoring approach delivers meaningful, measurable change. Young people referred to Endure experience not just short-term engagement, but long-term transformation.

Key Outcomes

- Re-engagement in education, training, or employment
- Reduced risk of offending or re-offending
- Improved emotional regulation and coping skills
- Increased confidence, self-worth, and aspiration
- Development of positive routines and relationships
- Stronger trust in adults and services
- A safe space to process trauma and explore their identity
- Clearer goals and support to achieve them



“Young people supported by Endure don’t just change their behaviour — they change how they see themselves.”

All outcomes are tracked through regular reviews, goal-setting, and mentor reporting — tailored to suit commissioning or partnership requirements.



Trustees Report

The trustees present their annual report and strategic strategy, together with audited amounts of the charity's year-end 17/10/2024.



At Endure Mentoring, our trustees are committed to ensuring the organisation continues to grow with purpose, impact, and integrity. Our Strategic Plan for the Future is focused on building a resilient, youth-led organisation that transforms the lives of vulnerable young people while challenging the systems that fail them. Over the next three years, our strategy will concentrate on three key themes: embedding lived experience at every level of our work, deepening our impact through evidence and learning, and creating clear pathways to progression for the young people we serve. These priorities will guide our decisions, partnerships, and investments, ensuring Endure remains a trusted and innovative voice for change.

Centring Lived Experience

Lived experience is at the heart of everything we do. We believe the voices of care-experienced and vulnerable young people should shape services, policies, and systems. Our mentors, youth advisory panel, and programme facilitators all bring unique perspectives from their own journeys, ensuring authenticity and relatability in everything we deliver.

Our priorities include:

- Embedding lived experience into trustee recruitment, leadership roles, and governance.
- Expanding opportunities for young people to co-design programmes, deliver training, and become peer mentors.
- Continuing to recruit and develop mentors with lived experience, ensuring young people are supported by role models who truly understand their challenges.

Trustees Report

Deepening Impact & Evidence

We know that sustainable change requires more than good intentions — it requires evidence of what works. To achieve this, we will focus on capturing, measuring, and sharing the impact of our trauma-informed approaches to influence wider practice.

Our priorities include:

- Developing a robust outcomes framework to track educational, employment, and well-being progress.
- Engaging young people in youth-led research and feedback initiatives to continuously improve our services.
- Publishing case studies and best practice insights that showcase the effectiveness of our work and highlight systemic gaps.

Strengthening Pathways to Progression

Our vision extends beyond crisis support: we want to see every young person leave Endure with the confidence, skills, and opportunities to thrive. We are committed to creating clear progression pathways that take young people from mentoring to meaningful employment, training, and leadership roles.

Our priorities include:

- Expanding employability programmes through initiatives like the Riverside Café, offering real-world training and placements.
- Developing accredited peer mentoring and facilitation training to empower young people as leaders.
- Building new partnerships with corporate employers, creative industries, and community organisations to provide internships, apprenticeships, and work experience.

Our trustees believe these three themes — Lived Experience, Impact and Evidence, and Progression and Opportunity — will ensure that Endure not only continues to meet the immediate needs of vulnerable young people but also drives systemic change. We remain committed to evolving alongside the communities we serve, investing in young voices, and building a future where every young person feels seen, supported, and able to define their own path.

YEAR IN REVIEW

The past year has been a defining period of growth, transformation, and impact for Endure Mentoring. We have not only strengthened our core services but also expanded our reach, developed innovative programmes, and deepened our commitment to amplifying youth voice.

Key Highlights of 2024–2025

- **1,000+ hours of 1:1 trauma-informed mentoring** delivered, supporting vulnerable young people to build trust, emotional resilience, and self-belief.
- **65 care-experienced young people** were provided with tailored support to re-engage with education, access training, and secure pathways into employment.
- **200+ professionals trained** through our Who Cares youth-led workshops, leading to tangible improvements in how care-experienced young people are understood and supported.
- **Launch of the Youth Advisory Panel**, giving young people a direct voice in our strategy, programme design, and delivery.
- **Partnership expansion** with The Creators House and Brixton Street Gym, opening creative and fitness industry pathways for internships, apprenticeships, and employment.
- **Successful rebrand**, ensuring our identity reflects our vision: to withstand with courage and inspire young people to do the same.
- **Growth of gender-specific programmes**, informed by the Agenda Alliance & Young Women's Justice Project research, addressing the critical lack of tailored support for marginalised girls and young women.



Impact Beyond the Numbers

Our work has always been about more than statistics – it's about changing lives. This year, young people have told us that Endure is often the first place they have felt truly listened to and believed in. Our trauma-informed approach goes beyond addressing immediate challenges; we help young people build positive identities and recognise their own potential.

Looking Back, Moving Forward

The past year has also been about building the foundations for the future. The launch of Who Cares has positioned us as a leader in youth-led advocacy and training. Our youth advisory panel continues to shape our strategic priorities, while the Riverside Café employability programme has created real-world opportunities for young people to gain work experience and develop skills. We are proud of the resilience and determination of the young people we support, as well as the commitment of our team, trustees, and partners. Together, we are creating lasting change — not just for individuals, but for the systems that affect them.



Financial Review

During the year, the charity received total income of £54,000.

The primary source of income was grant funding, which enabled us to deliver and expand our mentoring and support programmes for young people. We would like to give special thanks to The Cornerstone Church for their kind donation, and to Groundwork Foundation and The Co-operative for their continued support and commitment to our work.

This year, the charity continued to deliver mentoring services through a service-level agreement with Lambeth Children's Services. This partnership enables us to provide tailored, trauma-informed mentoring to looked-after and care-experienced young people, ensuring they receive the support and guidance they need to thrive. The contract contributed £12,000 towards our total income of £54,000 and has enabled us to achieve the following key outcomes:

- 100 hours of 1:1 mentoring delivered to care-experienced young people.
- Support focused on improving emotional resilience, education, and positive life choices.
- Strengthened relationships with local professionals and care teams, ensuring joined-up support for young people.
-

We value this ongoing relationship with Lambeth Children's Services as it strengthens our ability to deliver impactful, consistent, and high-quality mentoring services to vulnerable young people across the borough.


Expenditure for the year totalled £30,953, which was primarily spent on direct delivery costs for mentoring, including staff, travel, and activity expenses, alongside essential support costs such as insurance and subscriptions.

At the end of the financial year, the charity held reserves of £12,010. These unrestricted funds will help ensure the continued delivery of services and provide a buffer for any unforeseen costs or income delays. The attached Receipts and Payments Accounts provide a detailed breakdown of the charity's financial position for the year ended 17/10/2024

ENDURE MENTORING

To refer a young person:

Email: Mentoring@endurementoring.org.uk

 To learn more about our work:
Visit: www.endurementoring.org.uk

We offer free consultations to discuss how we can tailor mentoring support to the young person's needs.

Endure Mentoring — because every young person deserves someone in their corner.



CHARITY COMMISSION
FOR ENGLAND AND WALES

Endure Mentoring

No (if any)

Receipts and payments accounts

CC16a

For the period
from

Period start date
17/10/2023


To

Period end date
17/10/2024

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	2 500	-	-	2 500	-
Grants	15 000	24 500	-	39 500	-
Local Authority Commissioned Work	-	12 000	-	12 000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	17 500	36 500	-	54 000	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	17 500	36 500	-	54 000	-
A3 Payments					
Direct Costs	1 500	8 340	-	9 840	-
Staff Salaries	4 300	11 400	-	15 700	-
Training	250	750	-	1 000	-
Staff Welfare	425	-	-	425	-
Marketing and Advertising	1 000	1 500	-	2 500	-
Insurances	350	-	-	350	-
Fundraising Subscriptions	288	-	-	288	-
Legal and professional Fees	850	-	-	850	-
	-	-	-	-	-
Sub total	8 963	21 990	-	30 953	-
A4 Asset and investment purchases, (see table)					
Purchase of equipment	-	2 500	-	2 500	-
	-	-	-	-	-
Sub total	-	2 500	-	2 500	-
Total payments	8 963	24 490	-	33 453	-
Net of receipts/(payments)	8 537	12 010	-	20 547	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	8 537	12 010	-	20 547	-

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	Cash at bank	6 000	12 500	-
		-	-	-
		-	-	-
	Total cash funds	8 537	12 010	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
	Equipment	Restricted	2 500	1 000
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Murray Chamberlain	20/07/2025
			Deborah Morgan	20/07/2025



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Endure Mentoring

On accounts for the year
ended

17/10/2024

Charity no
(if any)

1177473

Set out on pages

1 & 2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **17 / 10 / 2024**.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

Independent
examiner's statement

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

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

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

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

Signed:

Date:

20/07/2025

Name:

S A Shabbir

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

ACCA

Address:

Shabbir & CO

248 Brockley Road

SE4 2SF

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

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