

East Sussex Recovery Alliance

Registered charity number 1179560

Financial Statements

for the period

1 April 2023 - 31 March 2024

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Hastings Voluntary Action
Jackson Hall
Portland Place
Hastings
East Sussex
TN34 1QN

East Sussex Recovery Alliance
Organisational Information
for the year ended 31 March 2024

Full name: East Sussex Recovery Alliance

Other names by which the charity is known: ESRA

Registered charity number: 1179560

Principal address: 5 Harold Place, Hastings, East Sussex, TN34 1JA

Trustees: Danielle Mitchell - Treasurer
Gareth Trevitt
Sarah Milton - Resigned February 2024
Jackie Travis
Anton Gayton - Resigned February 2024
Martin Connolly
Charlie Dix - Appointed May 2024

Senior Management Team

Jacqui Skilton - Chief Executive
Alison Bissett - Hub Manager - Hastings
Karlie Allaway - Hub Manager - Eastbourne (Resigned April 2023).

Bankers HSBC, 4 Robertson Street, Hastings, East Sussex, TN34 1HW

Independent examiner

Laura Dawson, Finance Manager of Hastings Voluntary Action, Jackson Hall, Portland Place, Hastings, TN34 1QN.

Governance and management

CIO - Association Registered 15th August 2018

Charitable Objects

To Promote and protect the physical and mental health of people in recovery or actively seeking recovery from drug and/or alcohol misuse and their families/carers in particular but not exclusively by the provision of counselling, peer led groups, support and activities.

East Sussex Recovery Alliance

for the year ended 31 March 2024

Trustee's Annual Report

Executive Summary

East Sussex Recovery Alliance has had another successful year supporting individuals to have healthier, happier and more fulfilling lives. We help clients to improve confidence, connectivity and skills to further their education and employment, or career opportunities.

Over the last year we have supported 264 clients with 4,304 contacts, consisting 3,030 contacts to 159 Hastings clients, 655 contacts to 81 Eastbourne clients and 621 clients to 21 clients in local, rural areas.

In a recent survey we asked clients to name the top 3 activities that support their recovery.

We had 60 responses.

58% reported they needed a safe space to come to.

45% reported that the café supported their recovery.

41% reported that SMART group was important to their recovery.

The college courses and therapeutic activities were the things people needed least to support their recovery, although they said that they enjoyed participating.

The contract for ESRA's hub in Eastbourne transferred to a new provider on 1st June 2023 and we now have one hub in Hastings. Eastbourne staff contracts transferred under TUPE and some staff secured new roles with other organisations. ESRA continues to support clients from Eastbourne and other areas in the county remotely, through online groups and face to face.

ESRA has developed its SMART programme over the last year which is proving to be a great success. It helps support clients managing their own recovery by using the tools they have learned within the group. Clients are also supported by telephone contacts, online groups and groups activities. The café remains the heart to the ESRA Hub in Hastings and is well used; we can offer a hot meal a day, cake, tea or coffee and the café also offers opportunities for clients volunteering.

The staff continue to offer amazing support to clients giving time and listening to what clients need.

Key Achievements in 2023 - 2024:

Introducing a new recovery plan which is initially set up at induction and then reviewed at 3 months, 6 months, 9 months and a year.

In July we started using google forms to evaluate courses and activities.

All staff have had mandatory training in Trauma Informed Practice and Suicide 1st Aid, and have also attended other training to improve their professional development.

A partnership project with ESRA and Coastal Currents commenced in September 2023. The clients used creative writing and arts to produce work that covered their recovery journeys which was displayed in Hastings town centre bus stops

We now have 3 students counsellors supporting clients who have identified that counselling would really help with their recovery, with another counsellor starting in May 2024. All the counsellors use Person Centred Modality.

We held a Recovery Event in September 2023.

We send out over 350 bi-monthly newsletters to partners.

ESRA received two awards for Wellbeing Award At Work Award; the first award was for Commitment and the second was the Bronze award. These awards recognise the importance of the support we give to staff regarding staff wellbeing.

We have started gathering clients' stories to show their progress which are inspiring.

Challenges

ESRA faced several challenges, the first being the loss of the Eastbourne hub to Change Grow Live. This was because East Sussex County Council / CGL wanted to offer a different service which was not in line with ESRA's ethos.

Funding continues to be challenging but we have been fortunate to receive an uplift from the lottery for this financial year and next financial year. We have been successful in several smaller bids which have helped us continue to support the Hastings hub.

ESRA STAFF TEAM

The ESRA staff team 31.03.24:

Chief Officer – Jacqui Skilton. The Chief Officer is responsible for oversight and planning of all of the day to day running of the organisation under the Board of Trustees. Jacqui has a background in management in community settings and working with vulnerable people.

Hub Manager Hastings – Alison Bissett. Alison supports the Chief Officer and runs the day-to-day operations of the Hastings Hub.

Hastings Staff team:

Senior support Worker

Group and activities coordinator.

Receptionist / support worker

Café supervisor

The staff team worked extremely hard this year to ensure we provide the support our clients require. We have 11 active volunteers, without whom ESRA would not function. We are indebted to our volunteers who help with so much, by offering free counselling and therapeutic activities. Sincere thanks go to all the volunteers, staff and trustees for all their hard work and commitment to supporting our clients.

BOARD OF TRUSTEES AND ADVISERS

Governance responsibility for ESRA lies with the Board of Trustees. Some of these have supported ESRA for many years and bring a wealth of experience to the organisation. They are:

Danielle Mitchell - Secretary - expertise in the charity sector

Gareth Trevitt - expertise in management and has lived experience

Jackie Travis - expertise in HR

Martin Connolly - Treasurer expertise in finance

Charlie Dix – project management

The Chair resigned in February 2024 and at present ESRA is without a Chair. ESRA is working with Lloyds Enhance Support to help in the recruitment of a new Chair. In the interim, each member of the Board shares the Chairs' responsibilities.

The Board of Trustees meets every twelve weeks and also attend some ESRA events. We also hold strategy and planning sessions periodically.

There is a process of trustee induction and training. Additionally, potential, and new Trustees are invited and encouraged to spend time at the project getting to know the staff and services.

New Trustees are provided with information and support regarding the following areas:

- Their role & responsibilities as Trustees
- The main documents which set out the operational framework for the charity, including the Memorandum and Articles of Association
- The complex funding of ESRA and the current financial position, as set out in the latest published accounts.
- Future business plans and objectives services, as provided by ESRA.

We also hold regular strategy and planning sessions to ensure that ESRA is aligned to its charitable

Independent Examiner's Report to the Committee of the East Sussex Recovery Alliance

I report on the accounts of East Sussex Recovery Alliance
for the twelve month period ended 31 March 2024 which are set out on the previous pages.

Respective responsibilities of committee & 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 of the Charities Act 2011 (the Charities Act), and that an independent examination is needed.

It is my responsibility:

- to examine the accounts under section 145 of the Charities Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act), and
- 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 supporting documentation presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the 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 statement below.

Independent examiner's statement

In connection with my examination, 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 Charities Act
 - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Acthave 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.



Laura Dawson
Finance Manager
Hastings Voluntary Action
Jackson Hall, Portland Place, Hastings, TN34 1QN

Dated: 14th August 2024

East Sussex Recovery Alliance
Notes to the accounts
for the year ended 31 March 2024

1 Receipts & payments accounts

Receipts and payments accounts are statements that summarise the movement of cash into and out of the charity during the financial year. In this context "cash" includes cash equivalents, for example, bank accounts where cash can be readily withdrawn to pay for debts as they become due.

2 Trustees' remuneration

Trustees received no expenses, remuneration or benefits in this period.

3 Related party transactions

There were no related party transactions during the period.

4 Previous period comparison

The previous period's figures are included to enable the reader of the accounts to make comparisons with the previous year.

5 Glossary of terms

Restricted funds: These are funds given to the charity, subject to specific restrictions set by the donor, but still within the general objects of the charity.

6 Staffing Levels as of 31.03.2024

Full Time Equivalent	6
Volunteers	11

East Sussex Recovery Alliance

Statement of Assets & Liabilities

as at

31 March 2024

	Restricted Income £	Unrestricted Income £	Total £	Previous year Total £
Current assets				
Debtors		-	-	1,189
Cash at Bank and in hand	72,249	24,211	96,460	121,891
	<u>72,249</u>	<u>24,211</u>	<u>96,460</u>	<u>123,080</u>
Creditors				
Amounts falling due within one year	2,076	987	3,063	30,323
	<u>70,173</u>	<u>23,224</u>	<u>93,397</u>	<u>92,757</u>
Net Current Assets				
	<u>70,173</u>	<u>23,224</u>	<u>93,397</u>	<u>92,757</u>
Represented By:				
Accumulated Fund B/F	39,208	53,549	92,757	87,107
Surplus/(Deficit)	30,965	(30,325)	640	5,650
	<u>70,173</u>	<u>23,224</u>	<u>93,397</u>	<u>92,757</u>

Charity Law requires the Trustees to prepare financial statements for each financial year which comply with the regulations set out in the Charities Act 1993. The trustees have elected to take advantage of the provisions that apply to small charities and have prepared a Receipts and Payments account and Statement of Assets and Liabilities.

Approved by the Trustees on 29 AUGUST 2024 and signed on their behalf by

MARTIN CONNOLLY

NA

East Sussex Recovery Alliance

Receipts & Payments accounts
for the period

1 April 2023 to **31 March 2024**

		Current Year			Previous Year
	Notes	Restricted funds	Unrestricted funds	Total funds	
<u>Receipts</u>					
Donations		-	14,698	14,698	12,584
Grants		189,106	2,500	191,606	277,986
Bank Interest		-	1,763	1,763	313
Café Income		-	3,818	3,818	7,283
Venue Hire		-	-	-	285
Fundraising Income		-	440	440	
Total Receipts		189,106	23,219	212,325	298,451
<u>Expenditure</u>					
Café Cost		269	3,655	3,924	6,626
Other Direct Costs		5,158	-	5,158	15,522
Wages		123,454	18,333	141,787	198,259
Social Security		5,957	-	5,957	9,496
Pensions		3,900	963	4,863	6,041
Other Operating Leases		-	9,829	9,829	9,185
Insurance		-	1,605	1,605	843
Light & Heat		5,430	4,702	10,132	4,726
Telephone		822		822	1,581
Postage & Stationary		1,833	783	2,616	3,758
Advertising		-	30	30	1,246
Sundries		-	(1,481)	(1,481)	579
Cleaning & Waste Removal		-	1,496	1,496	1,371
Subscriptions		224	3,969	4,193	4,548
Staff Travel Expenses		366	501	867	1,899
Volunteer Travel Expenses		539	298	837	732
Training		1,647	1,719	3,366	5,274
Computer Consumables		8,180	139	8,319	11,655
Staff Gifts		-	40	40	27
Repairs and Mainenance		42	1,313	1,355	1,934
Bank charges		-	102	102	115
Independent Examination		-	-	-	1,560
Accountancy & Legal Fees		-	3,120	3,120	1,080
Bookkeeping		320	2,428	2,748	4,074
Legal & Professional Fees		-	-	-	670
Total Expenditure		158,141	53,544	211,685	292,801
Net surplus/(deficit)		30,965	(30,325)	640	5,650
Balance brought forward	1/4/23	39,208	53,549	92,757	87,107
Balance carried forward	31/3/24	70,173	23,224	93,397	92,757

Responsibilities of the Trustees

The Trustees are required by Company Law to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the Charity including a balance sheet and income and expenditure for the financial year. In preparing those financial statements the Trustees follow best practice and:

Select suitable accounting policies and apply them consistently;

Observe the methods and principles in the Charities SORP (FRS 102);

Make judgements and estimates that are reasonable and prudent;

State whether applicable UK Accounting Standards have been followed, subject to any material departure disclosed and explained in the financial statements, and

Prepare the financial statements on the ongoing concern basis unless it is inappropriate to assume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose, with reasonable accuracy and at any time, the financial position of the Charity, in accordance with the Companies Act 2006.

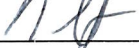
The Trustees are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant financial information of which ESRA's independent examiner is unaware; and
- the Trustees have taken all the steps that they ought to have taken in order to make themselves aware of any relevant financial information

The Trustees have established that the Charity independent examiner is aware of that information.

Signed on behalf of the charity's trustees:

Signed  Date 29/08/24

Signed D. M. K. 11 Date 4.09.2004

East Sussex Recovery Alliance

for the year ended 31 March 2024 (continued)

Financial review

TREASURER'S REPORT

Funding remains one of our biggest challenges and the management team continue to focus on this as one of their key tasks.

Lottery uplift of £45,031

The Trustees and the team would like to thank Lloyds Foundation and The National Lottery as well as many other organisations and charitable trusts for their donations and invaluable support.

Funding we received this year includes:

Isabel Blackman	£5,000
Hastings Food Network	£2000
Hastings Lions	£1,000
B and Q	£7,000
Awards for All	£10,000
MIND	£1,350
Magic Little Grants	£200
Magdalen & Lasher	£1250
Hastings Lions	£1000
Chalk Cliff	£4,000
Police Community Safety	£2,500
Lottery with uplift	£121,297
Lloyds funding	£25,000

ESRA received a total funding of £184,371 which was further supported by income from the café £6,000 (costs were £4,216).

Risk management

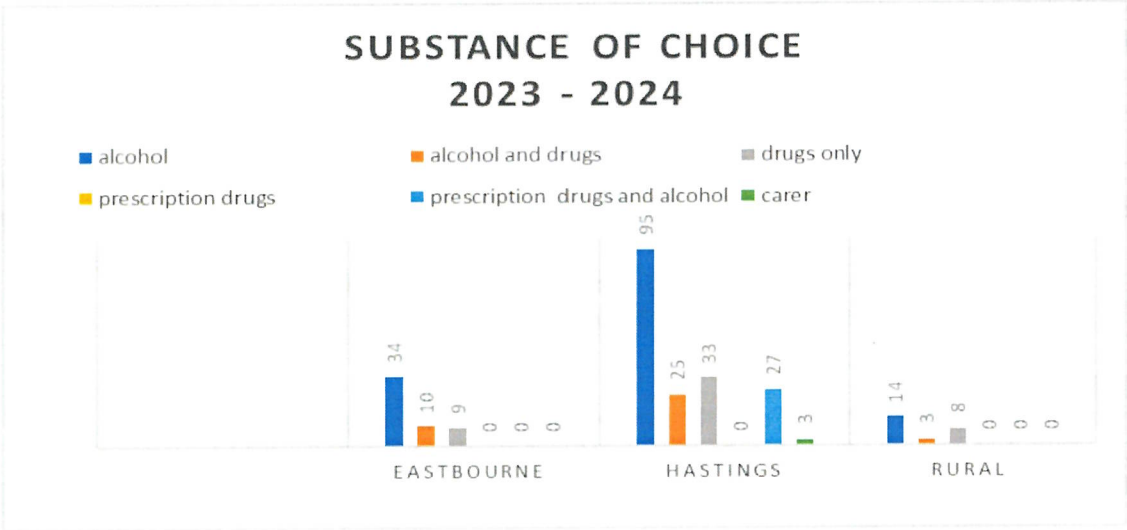
The Charity maintains a risk register and conducts regular reviews of major and minor risks faced. Systems and procedures have been established to mitigate these and external risks to contract funding have led to regular reviews of the business plan and publicity and fundraising campaigns to help diversify funding sources.

Internal control risks are managed by the implementation of procedures for the authorisation of all transactions and projects. Procedures are in place to ensure the health and safety of staff, volunteers, clients, and visitors.

Reserves policy

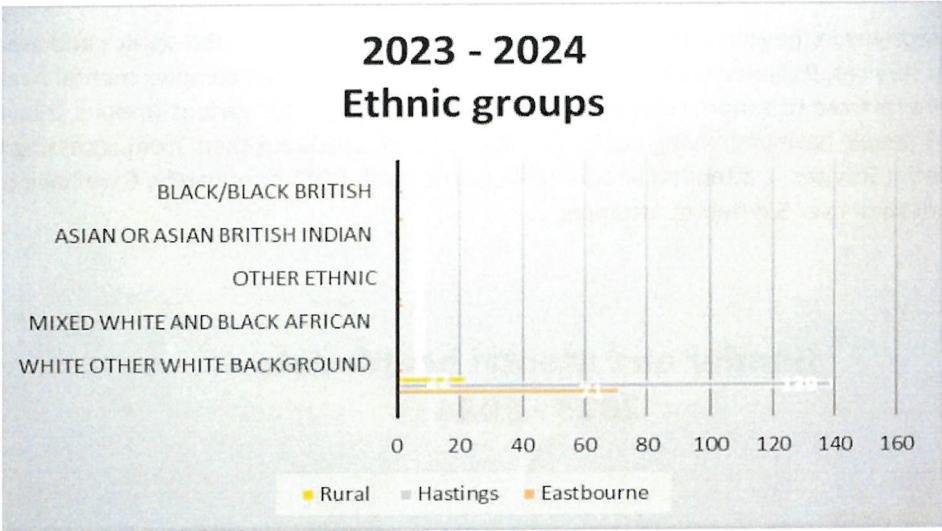
The Charity does not have a reserves policy.

More than half the clients we see are male and over v half of these have mental health conditions with which they need support. We have a number of clients from the LGBT+QI community.



Alcohol is the substance used by 54% of clients; this does not include people who are using alcohol and drugs or prescription drugs (this group totals 29%)

Drugs are used by 18% of our clients



This graph shows that ESRA’s clients the majority are White British, which aligns with the demographics for East Sussex.

Counselling

We offer free counselling sessions to clients who are not quite ready to engage in group work. We currently have 3 trainee counsellors who have supported 17 clients this year.

We received 15 responses from these clients:

100% of those who replied reported that counselling had helped maintain their recovery.

73% reported that they had better coping strategies to manage their recovery.

Clients were asked how the counsellors had supported their recovery and this some of the feedback we received.

- *Very warm and understanding, knowledgeable, non-judgemental, felt really listened to and understood, patient and calm.*
- *They have provided me with the ideological and philosophical Knowledge. They suggested me to practice meditation/mindfulness approach as well as physical well beingness activities for healthy body and mind.*
- *By listening intently and commenting sympathetically and objectively.*
- *Great, very understanding, empathic, professional, appropriate*

Data over the year:

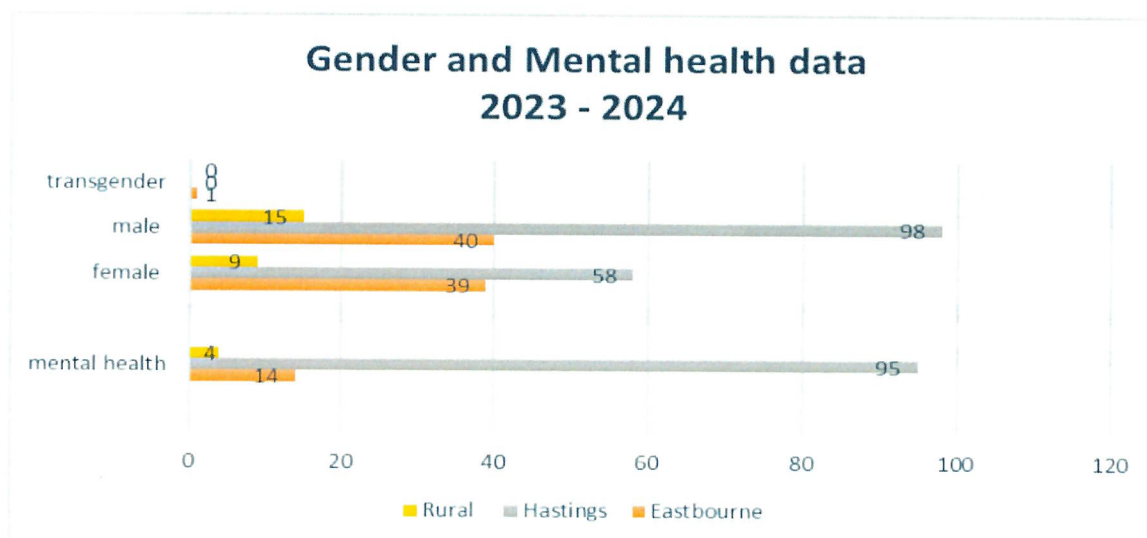
We have continued to receive referrals over the last year from a number of agencies and partners, these include CGL, NHS, Self-Referrals, Probation Services and Southdown's although this list is not exclusive. Geographically,

24 from Eastbourne
70 from Hastings
12 from the rural areas.

Of these referrals the number we supported were

13 from Eastbourne
26 from Hastings
4 from rural areas.

70 referrals were received in the Hastings area and of these, 26 have engaged in the service and are accessing several groups and services, 9 clients were referred back to or on to CGL, 7 had complex mental health conditions and were referred to a more suitable service, 9 self-disengaged for various reasons, 2 have moved from East Sussex, 3 people have underlying health conditions which precludes them from accessing the hub, 1 referred back to Social Services, 2 attended to counselling either with ESRA or privately, 6 we have been unable to contact despite over 5 different attempts



42 different clients attended these courses in the Hastings hub over the last year.

The Creative Writing course produced art and writing for a project in Hastings called Coastal Currents. This was a 10-week course where clients were able to develop through creative writing and art their own recovery posters. These were then displayed in bus stops in the town during November and December last year. This in turn raised awareness for ESRA whilst looking at reducing stigma in the recovery community.

We have received feedback from the other courses:

93% said course had helped with their recovery.

86% said it helped the build new friendships.

100% strongly agreed or agreed that the courses had supported their wellbeing.

100% strongly agreed or agreed that they had gained new skills.

Clients said about the courses.

- *The baking course was very well facilitated it was good fun and helped with mental health wellbeing, would definitely do it again if it was offered.*
- *I would love to carry on with the next course and focus on improving my writing skills. Course was fantastic. Sue was amazing.*
- *I'd like to do the course again for sure! The arts course with Sue was great. Engaging and encouraging. Sue is an excellent tutor, giving excellent briefs for the lessons, offering knowledgeable and creative guidance throughout. We were also given "open" options as we went along and guidance on how to work further on a piece at home should we wish.*
- *Very important activity to participate in whilst I'm not working, helps to stay active.*
- *I found the free writing very liberating and thought provoking.*
- *The course was brilliant, enjoyable, and thought provoking in a positive way. It gave me a real sense of achievement.*

We have also delivered a range of therapeutic activities including:

Hand massage

Yoga

Mindfulness on the beach

Reiki

50 clients have accessed therapeutic activities over the last year and we had 44% responses to our questionnaires. (n.b. we didn't start using this new system until quarter 2)

95% report these activities supported their recovery

100% report that they supported their wellbeing

This is some of the feedback we received on these groups:

- *Very much so, they have helped me with my sobriety and mental health and moving forward in my recovery.*
- *Enabling me to switch off from everyday life.*
- *Relives stress and tension and anxiety.*
- *I wouldn't be able or comfortable to attend these sessions outside of ESRA as I would not have the confidence to do that. I also enjoy coming into the hub and meeting people.*
- *This session helped my anxiety and reminded me as to how to relax and switch off from ongoing stressful life experiences.*
- *I feel these sessions are important. They have helped in my recovery. I am grateful to have had the opportunity to attend these sessions.*
- *ESRA has been a lifeline for me, and the different levels of support have always given me the encouragement to move forward despite the dark days. I have always smiled and remembered the positive situations in my life whilst engaging with ESRA through the support of the amazing and professional staff.*

Of these 20 who attended

- 60% completed the 10 week the course.

- 100% who completed the course have remained abstinent and continue to access ESRA activities, support, and groups.

- 35% of clients who completed the SMART course have been attending counselling at ESRA.

- 40% of clients have been able to maintain their employment responsibilities or have found employment.

40% unfortunately weren't able to complete the course for a variety of reasons:

- 2 were offered counselling, having found the group work challenging and triggering.

- 1 went to work.

- 1 is still attending ESRA for support.

- 2 had a mental health crisis.

Staying SMART

This is a drop held weekly in Hastings, provided as a follow on from the SMART course. This is a maintenance group so people attend when they need or are able to, to get some extra support. It has been attended over the last year by 13 regular clients who have attended over 192 times.

Of these

- 100% reported this group had helped their recovery.

- 92% have stayed abstinent.

- 67% are in regular work.

- 58% have attending counselling at ESRA.

Peer Group

This has been attended by 14 different clients over the year on 135 different times. These clients often struggle to maintain their recovery and are not able to achieve abstinence, meaning that they are not able to attend the SMART groups.

Out of these:

- 79% are abstinent.

- 21% have been on a roller coaster and have not been able to maintain their long-term recovery, but have had bouts of abstinence.

- 14% are now having regular counselling sessions at ESRA.

We started an online recovery group every week to reach those who live in areas outside of Hastings and 8 clients attend regularly.

Activities

We offer a range of activities and groups, some of which are offered through East Sussex College:

- Creative art

- Made by meditation

- Art in Nature

- Origami

- Wellbeing and creative journalling

- IT.

25 different clients attended these courses in Hastings over the last year.

Other courses are provided by and paid for by ESRA:

- Christmas Crafts

- Creative Writing

- Calligraphy

- Mindful Bakers.

On-going access to our well-being and therapeutic services which include counselling, hand massage, reiki, walk and talk, mindfulness on the beach and mindful bakers.

A sense of community and important on-going structure that underpins people's recovery success.

Clients 1-1 basis practical solutions, whilst building confidence and resilience to manage day to day life.

Help to rebuild lives through information, advice and guidance on housing and accommodation, benefits, financial management, digital inclusion and access to healthcare appropriate to the clients' needs.

Training to our workers in TIP (Trauma Informed Practice).

Support through reference back to other partner organisations such as CGL, Warming Up the Homeless, Seaview Project, Adult Social Care and housing for further specialist support.

Opportunities to volunteer in the Hub including the café, admin, maintenance and other opportunities for those 9 months into their recovery.

1-1 practical support with CVs, job applications, interview skills and digital inclusion.

Information on job fairs, job listings and training opportunities.

Access to our free in-house training to build their professional development and potential employability in food hygiene.

A diverse range of opportunities to improve employability skills through our extensive networks which include....

Advocating on behalf of those in recovery to potential employers, Department of Work and Pensions and others to break stigma and raise awareness of the potential of those in recovery.

Advising and raising awareness of the integral support of those in recovery need in volunteering and employment.

IMPACT AND VALUE

Monitoring and evaluation

We have been looking at ways to monitor and evaluate our work, and asking clients for their stories of recovery. These are powerful and inspiring, and have been shared with partners and are on our website. To monitor clients progress we introduced a new system in June 2023 which monitors the progress throughout the first year for people attending ESRA. We hope that this will be able to demonstrate over a year what changes people have made.

So far, we have complete:

21 baseline questionnaires (which are completed at induction); 23% reported that they were very confident in maintaining their recovery, 48% reported they were confident and 24% reported they were not so confident.

By using this data, we hope to be able to support people individually in their recovery plans.

6 of the 3-month individual recovery plans; 100% now report they were confident to maintain their recovery

2 of the 6-month plans; 100% report they were confident in maintaining their recovery

1 of the 9-month plans; this individual's recovery plan has improved her score by at least one in every section

Survey to clients re their recovery

In July we started to use Google forms to evaluate the activities and courses we deliver. These are now used on a regular basis for many of the activities and clients are getting used to using these. They are sent out to clients on a quarterly basis for ongoing groups, or after the end of a course. If clients are digitally excluded, we can complete the form in-house with them to ensure that we capture their views. This system is still in its infancy, but we have been able to gather some data to analyse.

SMART recovery

26 different people attended our Hastings SMART group 110 times in the last year.

SMART (our 10-week initial course); 26 clients over 5 different courses. One was discontinued half way through due to unforeseen circumstances including mental and physical ill health. We have 6 people attending the current course which finishes at the end May 2024.

OUR STRATEGIC AIMS

Our vision is that clients in recovery from substance misuse can have a positive future.

Our mission is that all clients can maintain their recovery and live a full and meaningful life, free from substance misuse.

Our values - we are empowering, non-judgmental and inclusive.

1. To maintain our work with clients, develop what we do and evidence clear outcomes

To ensure that we can continue to offer comprehensive support to all those who are ready to engage in their recovery journey. To be able show clear evidence of change using Quantitative and Qualitative data.

2. To cover rural needs more adequately across the county to ensure there are no barriers to accessing the appropriate services

ESRA is the only service of its kind in East Sussex. We have had a hub in Eastbourne and continue with a hub in Hastings, supporting over 320 clients a year (average across last 3 years) but we are not adequately addressing rural need across the county.

3. To secure adequate funding

To look at all funding opportunities, giving time to write the bids and get support from a third parties if required.

4. To take a more active and planned approach to promoting ESRA's work

As a unique service in the county, we need to develop a plan for promoting ESRA and developing public relations, as well as develop our communication strategy.

5. To encourage diversity to enable us to expand our client base.

To work in collaboration with recovery partners to look at how we jointly engage with the community to show how to access treatment or recovery services.

6. To embed a transparent staff culture

To ensure all staff are clear of what is expected of them working at ESRA, evidence how they will be supported and improve staff retention.

7. To improve relationships with External Stakeholders

To improve our relationship and communications with our key external stakeholders to ensure we are aligned and supported.

8. To collaborate Partners

To work together with partners to help ESRA grow.

OUR SERVICES

ESRA offers:

A safe and supportive space (Hastings Recovery Hub) that is welcoming, widely known, well positioned and connected to attract the people we are trying to reach.

A recovery hub that provides an alcohol and drug free space to better support the recovery journey.

A holistic and rounded support to individuals to aid in the long-term success of their recovery which includes life admin matters.

An understanding and acknowledgement of the complex needs of those we support – it's not just about addiction, it's about rebuilding all elements of life i.e. secure accommodation, good financial management skills and access to health support amongst others.

A first point of contact that is a 1-1 person centered assessment by a trained senior support worker with lived experience, to jointly determine the best pathway for recovery.

Additional 1-1 support to stabilise and prepare for our core SMART programme (or refer to other more suitable activities we offer). SMART is a self-management and recovery group, a science-based programme which helps people manage their recovery from any type of addictive behaviour. Clients complete a 10-week programme and progress is evaluated from a baseline assessment.

A range of free activities and therapeutic support for those not ready to engage in SMART - the goal is to help people find structure. This includes person centered counselling, creative art and writing, yoga, mindfulness courses, Mindful Bakers cooking, gym access, hand massages, beach 'walk and talk' and fishing.

Our all-important Hub Café open from 9:30am to 2:30pm, three days a week (Mondays, Wednesdays, and Fridays) serving non-alcoholic drinks and hot home cooked meals. This offers a regular socialising opportunity to tackle