Tools 4 Teens

England & Wales · Charity number 1186416

Details

Other names	TOOLS4TEENS
Status	Registered
Legal form	Trust
Registered	2019-11-18
Register	View on the Charity Commission register

Contact

Address	8 Clapton Terrace London E5 9BW
Phone	02030926789
Email	tools4teens.uk@gmail.com

Activities

Objects: A. TO ACT AS A RESOURCE FOR YOUNG PEOPLE UP TO AGE 25 IN THE AREAS OF HACKNEY AND HARINGEY BY PROVIDING ADVICEAND ASSISTANCE AND ORGANISING PROGRAMMES OF PHYSICAL, EDUCATIONAL AND OTHER ACTIVITIES AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLETHEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) ADVANCING EDUCATION;(C) RELIEVING UNEMPLOYMENT;(D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITY IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE IN HACKNEY ANDHARINGEY WHO HAVE NEED BY REASON OF THEIR YOUTH, AGE, INFIRMITY OR DISABILITY, POVERTY OR SOCIAL AND ECONOMICCIRCUMSTANCES WITH A VIEW TO IMPROVING THE CONDITIONS OF LIFE OF SUCH PERSONS.

Activities: Tools 4 Teens provides a daily learning programme for disadvantaged young people from Hackney. Our activities include life skills workshops, interactive educational courses and recreational activities. We empower these young adults with the qualifications and emotional stability they need, so they can fulfil their potential, contribute to their community and overcome barriers to employment.

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Classification

- **How:** Provides Services
- **What:** General Charitable Purposes, Education/training
- **Who:** Children/young People

Geography

- Hackney

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-31	£76,841	£62,747	-	-
2024-01-31	£87,602	£95,503	-	-
2023-01-31	£72,652	£66,353	-	-
2022-01-31	£59,952	£62,404	-	-
2021-01-31	£42,731	£40,540	-	-

Trustees

Name	Role	Appointed
Abraham Traube	Chair	2018-07-19
Esther Spitzer		2018-07-19
Nicha Feldman		2018-07-19

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Tools 4 Teens

England & Wales - Charity number 1186416

Accounts



Report of the trustees and unaudited financial statements for the year ended 31st January 2025

TOOLS4TEENS

Charity Information

Trustees

Abraham Traube
Nicha Feldman
Esther Spizer

Independent Examiner

De Claron ltd
Unit A
3 The Vale
London,NW11 8SB

Registered Address

8 Clapton Terrace
London
E5 9BW

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Background

Tools 4 Teens was established in 2019 by Mrs. Esther Spitzer, a dedicated headteacher who saw a troubling pattern among graduating sixth form students. Many were leaving school burdened by low self-esteem and emotional challenges, particularly those from low-income households or complex family environments. Without access to further education or vocational training, these young people often lacked the skills and confidence needed to step into the workforce.

Today, Tools 4 Teens annually supports over 130 young people from Hackney – one of London's most economically disadvantaged boroughs. Many of our participants live in overcrowded housing and face ongoing financial pressures. Alongside these material challenges, many also navigate difficult home lives, which can further impact their emotional wellbeing.

Mrs. Spitzer founded Tools 4 Teens with a clear mission: to provide culturally sensitive, holistic support that empowers young people to build brighter futures. Through tailored programmes that nurture emotional health,practical skills, and personal growth, we help our teens discover their strengths and shape their own paths forward.



Message from the chair

A flower does not think of competing with the flower next to it. It just blooms

— Zen Shin

This quote made me smile when I first came across it. It reminded me of our teens — each one growing in their own way, at their own pace, and with their own unique brilliance.

At Tools 4 Teens, we don't ask our young people to be perfect. We ask them to be present. To show up, to try, to trust. And in 2025, they've done just that — with courage, creativity, and resilience.

This year, we've seen our teens bloom in ways that defy expectation. Whether through our expanded vocational programmes, our new peer-led creative sessions, or our emotional health initiative "In This Together," they've embraced growth with open hearts — even in the face of rising challenges.

The cost-of-living crisis continues to affect many of our families, and emotional wellbeing has never been more vital. That's why we're proud to have invested further in therapeutic support, safe spaces, and community care.

The results speak for themselves: more engagement, more confidence, more hope.

I've watched a teen walk into our centre after a sleepless night and leave with a plan for their future. I've seen another lead a group discussion on mental health after months of silence. These moments are quiet revolutions — and they are happening every day.

To our incredible staff: thank you for your unwavering commitment to nurturing growth.

To our donors and supporters: thank you for being the soil, the sunlight, and the steady presence that makes blooming possible.

As we close this financial year, I invite you to celebrate not just the outcomes, but the journey. Because when our teens bloom, they remind us all what's possible.

Abraham Traube
The Board Chair
10 th November 2025

Management Committee

Our Management Committee is made up of seven dedicated local adults who bring lived experience of the challenges faced by our young people. Their personal insights and professional expertise place them in a powerful position to guide our work with cultural awareness and a deep understanding of what truly supports our users.

The Committee meets quarterly, including our Annual General Meeting, and includes professionals such as a school principal, community leader, welfare adviser, psychotherapist, and educational psychologist. Their collective knowledge ensures that our strategic decisions remain grounded in the real needs of our service users.

On the ground, our day-to-day programmes — from workshops to vocational courses — are delivered by a passionate team of eight professionals, supported by 25 volunteers and part-time staff. Our team brings extensive experience working with teenagers, and their qualifications span social work, therapy, financial education, and career coaching. Together, they create a safe, structured, and inspiring environment where our teens can thrive.

"IT IS NOT ENOUGH TO STARE UP THE STEPS, WE MUST STEP UP THE STAIRS" (VACLAV HAVEL)



Our Mission:

Tools 4 Teens aims to equip at-risk teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people (ages 17-19,) giving them a safe place to grow and develop their sense of inner self-worth and societal responsibilities.



Our vision:

Our vision is to see young people in the community grow to become secure, skilled, and contributing members of society.



Aims and objectives:

·Provide training for at-risk teens, which will enhance their employability levels and skills.

· Develop independence, self-confidence and good work/community ethics in local teenagers.

· Empower young people to find and maintain respectable forms of employment.

· Ensure the emotional well-being of our young people struggling with mental health challenges.



Our projects in 2025

During the academic year 2024/25, Tools 4 Teens continued to expand and deepen our support for young people in Hackney. Each of our programmes is designed to meet our teens where they are — emotionally, socially, and practically — and help them build the skills and confidence to move forward.

Move Forward (Sports & Physical Health)

We expanded our physical health programme to include, dance, gymnastics, and basketball. Sessions focused on movement as a tool for emotional regulation, teamwork, and self-esteem. We also partnered with local coaches to offer trauma-informed training.
Over 65 teens participated this year, with many reporting improved mood, sleep, and body confidence.

This year, 8 teens earned industry-recognised certificates, and 5 secured part-time jobs or apprenticeships.

"I designed a menu, cooked the food, and served it. Seeing people enjoy it made me feel proud."
— Jamie, 17

Step Up (Vocational Training)

Step Up offered hands-on training in digital design, food enterprise, and event planning. Teens learned how to create visual branding, budget for pop-up cafés, and organise community events — from concept to execution.
We partnered with local businesses and venues to offer real-world experience, and hosted monthly "Skill Showcases" where participants presented their work to peers and mentors.

"I used to keep everything bottled up. Now I have somewhere to go when it gets too much."
— Sana, 16

"I used to panic when people asked me what I wanted to do. Now I've got options."
— Esther, 17

Curtains-Down (Performance & Self-Expression)

Our beloved Curtains-Down programme returned with a powerful mix of drama, spoken word, and movement.
Our teens collaborated to write, rehearse, and perform original pieces exploring identity, resilience, and hope.
The final showcase drew a full house — with many participants performing publicly for the first time.

SoundSpace (Music & Mindfulness)

Building on the success of TeenBeats, SoundSpace became a standout initiative in 2025. Teens explored identity and emotion through songwriting, beat-making, and guided mindfulness sessions.
The programme offered a safe, creative outlet for self-expression and emotional grounding.

"I didn't think I could do anything techy. Now I've got a certificate and a portfolio I'm proud of."
— Eva, 18

"I used to hide in the back. Now I'm on stage, telling my story."
— Malky, 16

In This Together (Emotional Health Programme)

This cornerstone programme expanded to meet rising emotional needs. Weekly peer-led support circles created safe spaces for open conversation, while art-based therapy sessions helped participants explore emotions through painting, collage, and journaling. We also introduced "Quiet Corners" — drop-in zones with sensory tools, calming music, and access to trained listeners.

"Music used to be my escape. Now it's my anchor."
— Julia, 15

Digital Futures (Tech Skills for Tomorrow)

Launched in early 2025, Digital Futures equips young people with practical digital skills for the modern workplace. Teens learned graphic design, basic coding, and digital presentation tools — with many completing AQA and ATHE-accredited modules. The course also included digital safety and online professionalism, preparing participants for both creative and corporate paths.

This year, 15 teens completed mock interviews with professionals, and 10 began saving regularly for future goals.

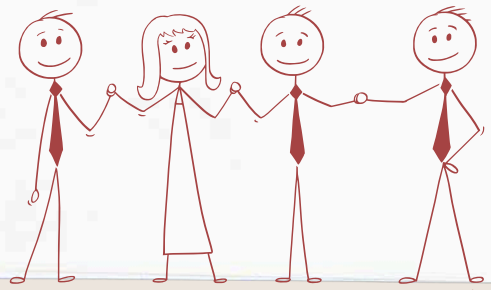
We saw a 40% increase in engagement this year, with many teens reporting improved sleep, reduced anxiety, and stronger friendships.

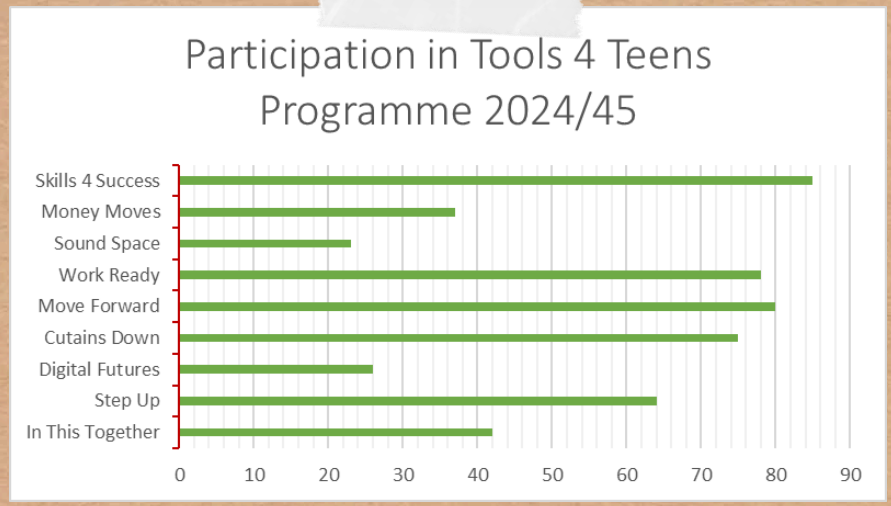
Work Ready (Professional Skills & Preparation)

This programme continued to flourish, offering modules in workplace communication, time management, and digital professionalism. Teens practiced mock interviews, built CVs, and explored career pathways.
For many, these skills were transformative — opening doors to internships, part-time jobs, and future plans.

Our Impact

👩‍🏫 18 presentations delivered by teens, building public speaking skills.
🧠 35 participants completed mental health awareness sessions.
🧪 27 young people engaged in STEM-based activities.
📝 52 CVs created or improved with one-to-one support.
🛋️ 36 young people took part in youth voice panels.
🚆 25 work placements formed with local businesses.
🤝 32 peer mentoring relationships nurtured.
⏱️ 4,650 hours of volunteering, powering community change.
💡🙌 18 new community volunteers recruited, expanding our reach.
🚌 45 recreational trips delivered, offering joy and connection.
🧭 40 tailored career plans developed, guiding young people to meaningful futures.
💖 93% of participants reported significant improvements in health and wellbeing.
🎓 96 beneficiaries achieved a recognised qualification.







Plans for the future



The need to adapt our program as new challenges crop up has affected our budget in a big way. At the same time, our ability to pivot is also our greatest strength. Every year brings a new generation of teens - complete with new challenges. Keeping one step ahead of the game is vitally important for us so that we can make a lasting difference in our users' lives. Here are some of our plans for next year:

1. Launching "Community Creators":

We're developing a new initiative that will pair teens with local organisations to co-design community projects — from mural installations to pop-up events and digital campaigns. This programme will blend creativity, civic engagement, and practical skills, helping teens build portfolios while making a visible impact in their neighbourhoods.

2. Expanding Digital Credentials:

Building on the success of our AQA and ATHE qualifications, we aim to introduce micro-credentials in areas like digital marketing, smart food budgeting and financial literacy. These bite-sized certifications will be accessible, flexible, and aligned with real-world job skills — giving teens more ways to showcase their growth.

3. Creating a Warm Meals & Wellness Scheme:

Rather than just hot lunches, we're planning a full wraparound Meals & Wellness scheme. This will include nutritious meals, cooking workshops, and food budgeting sessions — all designed to support physical health and independence. We're working with local chefs and nutritionists to make this both delicious and educational.

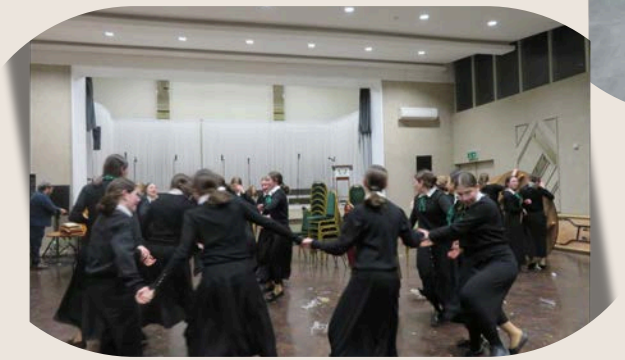
4. Indoor Movement Sessions

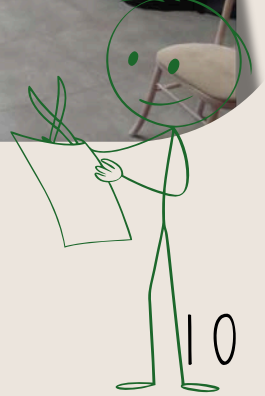
We'll convert one of our existing rooms into a flexible indoor space for movement-based activities — from dance and yoga to circuit training. This will allow us to run sessions year-round, even when the weather turns cold or wet.

Impact and Evaluation

Monitoring and feedback are embedded into every stage of our work at Tools 4 Teens. Our annual youth-led steering committee — made up of five committed young participants — meets weekly with the Project Co-ordinator to review progress made. We use a combination of structured tools and participatory methods to ensure our programmes remain responsive and effective. Throughout project delivery, we collect data through pre- and post-programme surveys and focus groups. We also use outcome framework tables aligned with the Theory of Change to track progress against key indicators. This approach allows us to analyse both quantitative and qualitative data so we can understand impact and make informed decisions about how to improve our work.







Case Studies

Leia:

When Leia first joined Tools 4 Teens at age 16, she was quiet and withdrawn, often missing school and struggling to stay motivated. She had recently lost a close family member and was navigating grief while trying to support her younger siblings at home.
Things began to shift when Leia enrolled in our Creative Confidence module. Through journaling, photography, and group storytelling, she found new ways to express herself. Her peers responded warmly, and she slowly began to lead activities and share her ideas. By the end of the programme, Leia had created a visual portfolio she proudly presented at our showcase event. She now volunteers at a local youth centre and hopes to study art therapy in the future.

Evelyn

At 17, Evelyn was referred to Tools 4 Teens after struggling with school attendance and involvement in low-level antisocial behaviour. She was bright but bored, and often clashed with authority. Evelyn was skeptical at first, but agreed to try our Employability and Enterprise strand.
She quickly showed talent in our digital design sessions, creating logos and flyers for mock businesses.
With support from her mentor, Evelyn completed her micro-credential in Communication for Work and built a CV that reflected her strengths. She recently secured a paid internship with a local print shop and is exploring freelance opportunities. Evelyn says the programme helped her “see a future worth showing up for.”

Summary

This past year (2024–2025), Tools 4 Teens supported 132 young people on their journey toward greater confidence, independence, and hope for the future. Many arrived carrying the weight of stress, low self-esteem, or difficult personal circumstances. Through a focus on emotional wellbeing and real-world skills, our programmes helped them build practical tools for life: budgeting, communication, healthy routines, and self-belief. By the time they left, they weren’t just more prepared — they were equipped to step into the world with confidence, ready to take on interviews, placements, and first jobs.
This transformation wouldn’t be possible without you, our funders. Thank you for standing with us as we help young people turn challenges into change, one step at a time.



Structure Governance & Management

The Trustees present their report with the financial statements of the charity for the year ended 31 January 2025. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

Governing Document:

The charity is governed by its Memorandum and Articles of Association which aims to improve employability prospects for young people and prepare teens for the opportunities, responsibilities, and experiences of everyday life.

Risk Management:

The trustees have introduced systems to identify and manage risks effectively. The trustees are satisfied that these systems and procedures mitigate any perceived risks. These systems are reviewed regularly and the necessary amendments are made.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

Trustees, Staffing and Organisational Structure

Trustees are appointed by the board based on competence, specialist skills, and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding, Child Protection, Equality, Diversity, Health, Safety, and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)
Mr. Abraham Traube was appointed in 2019 as Managing Director for Tools 4 Teens.
Mrs Esther Spitzer as the founder takes the role of Programme Manager.
In February of 2020, our Trustees appointed Mrs Chippy Flohr as our Safeguarding Lead. Mrs Flohr oversees the overall safety and wellbeing of our users, collaborating with social workers or other community organizations to give our users the best experience possible.





Financial Review

Reserves Policy:

The Trustees ensure that sufficient reserves are kept to cover foreseeable demands. The Trustees are working towards building free reserves of at least 3 months operating costs in order to protect services where there are uncertainties as to whether funding will continue and to ensure adequate cash flow for the organisation's needs



Principle Funding Sources

The cost-of-living crisis is continuing to have an immediate effect on our organisation. Our income levels have been largely reduced as many of our past benefactors are currently not in a position to support us, which is intensified by the high competition we face within outside funding sources. This financial setback combined with the increased cost of living expenses which has caused a significant rise in our daily running expenses, is making delivering our programme considerably more challenging. We are working overtime to ensure that the needs of our users are met in the best possible way and have taken several steps over the past year so we can keep our organisation running effectively and sustainably. These steps include; initiating local fundraising events, recruitment of more local volunteers, reducing staff members on our payroll, soliciting donated equipment and food and securing more pro bono/reduced rates on our activities and trips.

Our income this year includes £10,800 from local fundraising events, £16,000 from private donors and close to £50,000 in grants from various Trusts and Foundations. The figures are shown in the attached financial statements, and the Trustees are satisfied with the results for the year.

The Trustees gratefully acknowledge that the expansion of our services and reach which has increased our positive impact on the lives of disadvantaged young people within the community is largely due to the substantial and generous support we received from Hackney Giving, UK Youth, Grocers' Charity, London Freemasons Charity, Merchant Taylors' Foundation and Tesco Community Grants amongst our other many valuable supporters and community donors.

INDEPENDENT EXAMINER'S UNQUALIFIED REPORT TO THE MEMBERS OF

TOOLS 4 TEENS

Independent Examiner's Report to the Trustees of Tools 4 Teens.
I report on the accounts of the Charity for the year ended 31 January 2025, which are set out on pages 5 to 7.

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 the Charities Act 2022 (the 2022 Act)) and that an independent examination is needed.

It is my responsibility to
· examine the accounts (under the 2022 Act);
· to follow the procedures laid down in the General Directions given by the Charity Commissioners (under the 2022 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 Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

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 the 2022 Act; and
· to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2022 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.



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
10 November 2025

TOOLS 4 TEENS
STATEMENT OF FINANCIAL ACTIVITIES
For the Year Ended 31 January 2025

	31.01.25		31.01.24	
	£	£		
	Restricted Funds	Unrestricted Funds	Restricted Funds	Unrestricted Funds
INCOMING RESOURCES				
GRANTS RECEIVED	23,610	25,100	29,901	26,200
DONATIONS and LEGACIES		28,131		31,502
	23,610	53,231	29,901	57,702
TOTAL INCOMING RESOURCES		76,841		87,602
CHARITABLE EXPENDITURE				
Purchases & Equipment	6,573		7,419	
Volunteer Expenses		1,256	1,303	
Events and Projects	4,521		11,058	
Refreshments & Catering Exp	4,357		6,601	
Staff and Training Costs		27,024	33,993	
Office Running Costs		1,025	2,482	
Trips and Travel	5,161		10,951	
Premises Rent		11,165	18,900	
	20,613	40,469	92,707	-
SUPPORT COSTS				
Advertising		567		609
Accountancy		768		581
Insurance		-		500
Fundraising Costs		288		968
Legal and Professional Fees		43		138
	-	1,666	-	2,795
Resources Expended	20,613	42,134	92,707	2,795
TOTAL RESOURCES EXPENDED		62,747		95,503
NET MOVEMENTS IN FUNDS FOR THE Yr	2,997	11,096	(62,807)	54,907
FUNDS MOVEMENT for the YEAR		14,094		(7,900)
FUNDS CARRIED FORWARD		2,767		10,667
TOTAL FUNDS		16,861		2,767

TOOLS 4 TEENS
BALANCE SHEET
For the Year Ended 31 January 2025

	31.01.25		31.01.24	
	£	£	£	£
FIXED ASSETS				-
CURRENT ASSETS				
Loan Debtors			-	
Cash in hand & Bank	16,861		2,767	
		16,861		2,767
CURRENT LIABILITIES				
Short term Creditors	-		-	
NET CURRENT ASSETS		16,861		2,767
TOTAL ASSETS LESS CURRENT LIABILITIES		16,861		2,767
FUND ACCOUNT		16,861		2,767

ON BEHALF OF THE BOARD SIGNED:



Abraham Traube
10th November 2025

Notes to the Financial Statements
For the Year Ended 31 January 2025

ACCOUNTING POLICIES

Basis of preparation of financial statements
The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP),"Accounting and Reporting by Charities" published in Jan 2019.

Charity status
The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

Fund accounting
General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Incoming resources
All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

Resources expended
All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Resources expended
All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Going Concern
The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

NET INCOMING RESOURCES
During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3. **INCOME FROM DONATIONS AND LEGACIES**

	£	£	£	£
	2025	2025	2025	2024
	Restricted Funds	Unrestricted Funds	Total	Total
	£	£	£	£
	23,610	53,231	76,841	87,602

4. **RESTRICTED AND UNRESTRICTED INCOME**

2025

Restricted	
Hackney Giving	5,000
UK Youth	5,900
Grocers' Charity	5,000
London Freemasons Charity	4,210
Merchant Taylors' Foundation	2,500
Tesco Community Grants	1,000
	23,610

Tools 4 Teens

England & Wales - Charity number 1186416

Accounts

Dancing in the rain

Tools for Teens

REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2024





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For the Year Ended 31 January 2024

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‘LIFE ISN'T ABOUT WAITING FOR THE STORM TO PASS, IT IS ABOUT LEARNING TO DANCE IN THE RAIN’











Charity information

TRUSTEES:

Abraham Traube

Nicha Feldman

Esther Spitzer

REGISTERED OFFICE:

8 Clapton Terrace

London

E5 9BW

REGISTERED CHARITY NUMBER:

1186416

INDEPENDENT EXAMINER:

De Claron Ltd

Unit A

3 The Vale

London

NW11 8SB

Background:

Tools 4 Teens was founded in 2019 by Mrs. Esther Spitzer, a headteacher in a local school. She was disturbed to notice that many graduating sixth formers, especially those from low-income or otherwise troubled family situations, were suffering from low self-esteem and poor emotional health. In addition, since many of these teens did not have the resources to further their college or university education, they lacked the necessary skills for successfully entering the workforce.

Our current users include over 150 young people from one of the most economically deprived areas in London, the borough of Hackney. Most of our participants are from families in difficult financial circumstances, mostly living in overcrowded housing conditions. In addition to their economic and social hardships, many of our beneficiaries come from families with difficult home situations.
Mrs. Spitzer established Tools 4 Teens with a mission to remedy the issues these young people face in a culturally appropriate manner.

A message from the chair:

“Life doesn’t get easier or more forgiving. We get stronger and more resilient.”
When I saw this quote from Author Steve Maraboli, I thought it was brilliant. I promptly printed it and hung it over my desk because I felt that this line perfectly encapsulated the work that we are doing here at Tools for Teens. Our teens haven’t had easy lives. Whether financially, academically, or emotionally, each of them has struggled in some capacity before coming to us.

Many of them have felt disillusioned by society, and all of them come to us with one simple wish: To make a better life for themselves. At Tools 4 Teens, our primary message to our users is about the power of resilience. The power to take all the pain and unfairness in their lives, and instead of screaming or escaping, they learn to shape it into something beautiful - a better and stronger version of themselves. Through vocational courses, sports, workshops, and creative activities, our teens learn that it’s not life that will become a picnic. Rather, it’s their skills and attitude that will change the way they view their landscape. In my experience as Tools 4 Teens chair, I have seen that more than anything, a person’s emotional health is measured by their resilience - the ability to get up and move on after disappointment. To smile after a bad morning. To keep working after failure.

With the unrest in our world today and the horrific news we have become accustomed to, it’s gotten much harder for our teens to remain hopeful, positive, and resilient, and it is particularly in these difficult times that I am so proud of our users.

When I see one of our teens fully engaged in a sports game after a particularly difficult therapy session, **I see resilience**.
When I see one of our members pushing one step in front of the other, showing up to their design course after a restless night, **I see emotional strength**.
Thanks to your support, we allocated a greater portion of our budget to “In this Together”, our emotional health program this year, and we are grateful that we did. This program has been a lifesaver for many of our teens, especially due to the cost-of-living challenges many of them are dealing with. I would like to thank my incredible staff for making it their priority to look out for our users - advocating for them to become the best people they can be! And I also thank you, our donors, for being the rock that enables us to be a rock for our teens. Your support continues to change the lives of our teens daily! It’s our ability to move forward that makes us great.
And when our life challenges are bigger, we only become greater!

Abraham Traube
The Board Chair
14 October 2024

Our Mission:

Tools 4 Teens aims to equip at-risk teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people (ages 16-19,) giving them a safe place to grow and develop their sense of inner self-worth and societal responsibilities.

Our Vision:

Our vision is to see young people in the community grow to become secure, skilled, and contributing members of society.

Aims and Objectives:

- Provide training for at-risk teens which will enhance their employability levels and skills.
- Develop independence, self-confidence and good work/community ethics in local teenagers.
- Empower young people to find and maintain respectable forms of employment.
- Ensure the emotional well-being of our young people struggling with mental health challenges.



Management Committee:

Our current Management Committee is comprised of local BAME adults who have lived experienced of the challenges our users face. This puts them in a unique position to make decisions and judgments based on their past experiences and what they understand to be the best way forward for our users.

The Management Committee meets on a quarterly basis (including the Annual General Meeting.) It has seven members, who, in their professional capacities, include a school principal, community leader, welfare adviser, psychotherapist, and educational psychologist. Their combined experience as professionals helps us to remain focused on the needs of our service users.

Day-to-day workshops, activities, and courses are led by our incredible team of eight professionals who work alongside 25 volunteers and part-time workers, enabling the program to run smoothly. Our professionals come with years of experience dealing with teenagers, and their qualifications include social work, therapy, financial training, and career coaching.

Our Projects:

Budgeting Basics:

The Cost-of-Living crisis in Britain is still a very real problem for our teens. Coming from low-income and BAME communities, most of our teens receive little to no financial assistance from their parents. Aside from basic food, our teens are responsible for buying their own clothing, shoes, toiletries etc. For this reason, many of our teens have taken up side jobs to supplement their income, but in recent years, it's gotten especially tough. Our teens have been feeling that whatever income they have gets swallowed up into a whirlpool of expenses.

This year's Budgeting Basics course addressed those challenges and empowered our teens to manage their money more responsibly. Our teens have gained priceless skills that will serve them for a lifetime, such as budgeting, saving, safe investments, and fraud detection. Given their difficult family backgrounds and unhealthy definitions of trust, our users are more vulnerable to online fraud. In the past, we have had to deal with multiple fraud issues, of which our teens were unfortunate victims. Since introducing Budget Basics, we have had only one incident of fraud, which we were thankfully able to save early on. The proof of our efforts lies in the pudding, and we thank you for helping us keep our users safe and better educated for the future!





In This Together!

The emotional health of our users ranks high on our list of priorities. With the ongoing gloom-and-doom in the news and the unrest in the world, our teens, who already struggle with emotional challenges, are feeling the tension more strongly. We introduced a program last year dubbed "In This Together," which provided professional therapeutic treatment for the teens who needed it most.

This year, we expanded the program and were able to help more teens access professional support. Although emotional progress is difficult to track, the feedback we received both from our teens and staff members has proved this program to be an incredible success.

It's feedback like these that helps us remember why what we are doing is so important:

- "Today, I did not think I was coming in. I had zero strength to do anything, and I just wanted to pull the covers over my head. But then I remembered Tracy's (her therapist) mantra: "If I don't do this, no one will do it for me."
And so... here I am!"
Helena, 18, in conversation with her course instructor.*

- "I can concentrate a lot better since I began therapy. It's as if all the loud, angry voices in my head are getting quieter.
Fay, 17, to Mrs. Spitzer.*

Skills 4 Success:

If there was one thing that our teens learned this year, it's that 'hard work pays off.'

The ones who have always shirked away from school work have been applying themselves with full force in their vocational courses. For many of our teens, this was the first taste of 'success after sweat' they have experienced in their lifetimes, and the sense of achievement they felt at the end of it has left them pining for more. As we watched our users hold their certifications at graduation, our hearts were filled with pride! Whether they mastered interior design, motion graphics, or accounting, every one of them gave it their all, and we thank you for giving them this chance to prove their abilities - to themselves more than to anyone else!

Work Ready:

Alongside the practical skills our teens are learning in their vocational courses, Work-Ready was another amazing feature in our program this year, providing bi-monthly workshops that taught our teens the soft skills needed to succeed at work. For many young people with a healthy upbringing, these skills come naturally. For our teens, these skills need to be taught, and they have excelled in learning them!





‘WITHOUT RAIN, THERE IS NO LIFE.’









Teen Beats:



TeenBeats, our revolutionary music program, was started with a mission to enhance our users; emotional well-being in a group setting.
Through this program, our teens learned how to use music as a medium of self-expression and a powerful tool to calm their difficult emotions.
This program was extremely well-received by our users, many of whom connect to music on a deep level. One teen put it especially well when she said: "Instead of banging up people's hearts, I'm bagging away at my music. The second option is definitely less risky!"
We think she couldn't have summed this up better!

Curtains Down:

Everyone described our annual play this year as 'magical.' But it was not just the performance that left them amazed. Rather, the incredible way our girls came together to use their talents, connect with one another and find their shining inner light was where the real beauty lay. Our annual performance is always completely user-led, and our staff are minimally involved. Our users use this opportunity to bring out the best in one another, find solutions to conflict, and utilize their talents. For many of them, the Curtain's Down performance is where true growth happens. In the words of Orly, our dance director: "This year, I learned that being right all the time is the worst way to get the results I want. Giving in and finding a middle way leaves everyone feeling like they won!"

Volunteer Experience:



Our users were gung-ho about their volunteer work this year. Whether it was in the local retirement home or a centre for special needs children, for many of our teens, it was the highlight of their week. One of our greatest desires as humans is the feeling of being needed. The special way that the children or wheelchair-bound seniors showed how much they valued our teens in their lives did a world of good to our teens and the people they were connecting to.
We are looking forward to continuing our volunteer contracts with these places as well as adding more opportunities for our teens to make a difference in society.

Career Guidance:

This year, we ran our career guidance program as a series of group workshops instead of lectures. Our users enjoyed the give-and-take of the activities and the prompts to think more deeply about their career choices.
A particularly beautiful moment that stood out from one of the last sessions was when a local business owner got our girls to share where they see themselves ten years from now. It was incredible to hear the passion and the vision of many of our users who, when they first came to Tools 4 Teens, had not even a fraction of this ambition or hope for their future.
Just to give you an idea, here are some of the dreams our users shared with us:
"In ten years, I see myself as a senior designer and growing digital design agency."

"In ten years from today, I hope to have opened my own boutique hair salon with two employees under me."

"Ten years from now, I hope to be settled and married - holding down a successful job as a videographer.

MAKE A DIFFERENCE

Plans for the future:

The need to adapt our program as new challenges crop up has affected our budget in a big way. At the same time, our ability to pivot is also our greatest strength. Every year brings a new generation of teens - complete with new challenges. Keeping one step ahead of the game is vitally important for us so that we can make a lasting difference in our users' lives.

Here are some of our plans for next year:

1. Organizing more on-site work experience for our users:

Having seen the power of setting up apprenticeship opportunities for our graduates, we would now like to expand our Skills 4 Success program to include more on-site experience for our teens. Whether it's in a hair salon, accounting office, or commercial kitchen, we believe that there is nothing like hands-on experience to smooth our users' transition into the workforce.

2. Expanding our gym/sports division:

In the past, most of our sports sessions have been taking place on our playing field outdoors, which means that we were compromised in the winter months. Next year, we aim to expand our indoor gym so that sports and fitness sessions can take place more regularly throughout the winter.

3. Providing Hot Lunches

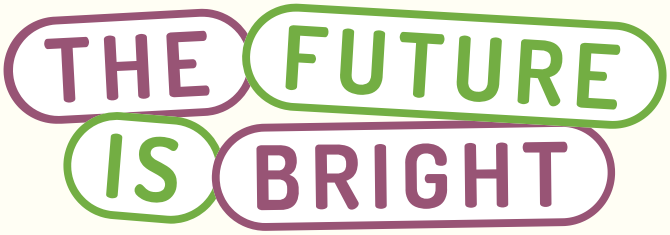
With many of our users eating limited-quality meals at home, we have been dreaming for a long time about setting up hot lunches for our users. We are currently in conversation with a few potential caterers who would be able to provide these meals for us, and we aim to have this project ironed out by March of this year.

4. Enhanced Qualifications

The shine on our students faces when they receive their end-of-ear qualification is always tremendous. However, it is especially invigorating for those teens who receive qualifications that are widely recognized and considered an attribute in the workforce, such as AQA or ATHE. Next year, we aim to add more qualification options that are widely recognized in workplaces across the United Kingdom.

Impact and Evaluation:

Constant monitoring and feedback are crucial to the way Tools 4 Teens runs. We regularly engage and consult with our participants on all aspects of our projects throughout their delivery. Our annual steering committee which is comprised of five committed young participants meet together with our Project Co-ordinator on a weekly basis to discuss and give feedback on the progress of the projects. Throughout project implementation, data is collected through different methods, such as surveys, focus groups, observations, document reviews and outcome framework tables. This data includes both quantitative and qualitative information which we then analyse to measure project performance and impact.



Case Studies:

Below are two case studies about Tools 4 Teens members who have graduated this past year from our program.

Cassie:

Cassie came to Tools 4 Teens after fifth form at age 16. She had been bumbling her way through school, getting by with D's and E's, and putting zero effort into her schoolwork. What was taking up most of Cassie's headspace was her home life. When she was 14, Cassie's parents separated, and what ensued was a drawn-out and bitter divorce battle. During that time, Cassie, who had been doing well in school, turned the switch off. She couldn't concentrate on her studies and she saw school work as meaningless in comparison to her personal struggles. When Cassie came to Tools 4 Teens, she was cautiously hopeful, but she never showed it. She put up the same indifferent barrier and showed no interest in pulling her weight in any of the courses. It took a few months, but slowly, with the support of her therapist, Cassie started to thaw, and her intelligence began showing through in slivers. It was those small moments that were enough for our staff to call her out on her abilities and prove to her that she can achieve so much more. Cassie graduated from our program with a certificate in bookkeeping and an apprenticeship opportunity at a local accounting firm. She has done us proud and herself - even prouder.



Vera:

Vera comes from a large family of eight. Her parents are both recent immigrants, and Vera had a hard time integrating into her local school due to a language barrier. She was sitting in classes with a blank look and had a hard time connecting with her peers. When Vera joined Tools 4 Teens at age 15, she spoke minimal English, but her can-do attitude and positive nature enabled her to join our hair and beauty course. With the help of our private tutor, Vera slowly started to learn the language and make friends. Vera recently graduated from our program with honours! She is extremely well-liked and is sought after in her neighbourhood for her hair styling skills. She is very driven and hopes to continue doing hair and makeup for her friends and family, expanding her business over time until she can open up her own salon.



SUMMARY

This past year (2023-2024,) Tools 4 Teens has enabled 115 young people to build better lives for themselves, both for now and for their future. With an emphasis on emotional well-being and workforce preparation, we are confident in our users ability to graduate from our program with vital skills for success. From budgeting skills to living healthy lifestyles, our users are leaving us with a stack of knowledge and a sense of empowerment. This is a stark contrast to the way our teens entered Tools 4 Teens, and we thank - you, our funders for helping our teens experience this life-changing shift! Thankyou for partnering with us as we help our users follow their newfound passions, one dream at a time!

‘BE SOMEONE’S SUNSHINE ON A RAINY DAY’









STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees present their report with the financial statements of the charity for the year ended 31 January 2024. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

Governing Document:

The charity is governed by its Memorandum and Articles of Association which aims to & improve employability prospects for young people and prepare teens for the opportunities, responsibilities, and experiences of everyday life.

Trustees, Staffing and Organisational Structure

Trustees are appointed by the board based on competence, specialist skills, and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding & Child Protection, Equality & Diversity, Health & Safety and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)
Mr. Abraham Traube was appointed in 2019 as Managing Director for Tools 4 Teens.
Mrs Esther Spitzer as the founder takes the role of Programme Manager. In February of 2020, our Trustees appointed Mrs Chippy Flohr as our Safeguarding Lead. Mrs Flohr oversees the overall safety and wellbeing of our users, collaborating with social workers or other community organizations to give our users the best experience possible.

Risk Management:

The trustees have introduced systems to identify and manage risks effectively. The trustees are satisfied that these systems and procedures mitigate any perceived risks. These systems are reviewed regularly and the necessary amendments are made.

Public benefit:

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

FINANCIAL REVIEW

Reserves Policy:

The Trustees ensure that sufficient reserves are kept to cover foreseeable demands. The Trustees are working towards building free reserves of at least 3 months operating costs in order to protect services where there are uncertainties as to whether funding will continue and to ensure adequate cash flow for the organisations needs

Principle Funding Sources

The cost-of-living crisis is continuing to have an immediate effect on our organisation. Our income levels have been largely reduced as many of our past benefactors are currently not in a position to support us, which is intensified by the high competition we face within outside funding sources. This financial setback combined with the increased cost of living expenses which has caused a significant rise in our daily running expenses, is making delivering our programme considerably more challenging. We are working overtime to ensure that the needs of our users are met in the best possible way and have taken several steps over the past year so we can keep our organisation running effectively and sustainably. These steps include; initiating local fundraising events, recruitment of more local volunteers, reducing staff members on our payroll, soliciting donated equipment and food and securing more pro bono/reduced rates on our activities and trips.
Our income this year includes £12,200 from local fundraising events, £15,000 from private donors and over £60,000 in grants from various Trusts and Foundations. The figures are shown in the attached financial statements, and the Trustees are satisfied with the results for the year.

The Trustees gratefully acknowledge that the expansion of our services and reach which has increased our positive impact on the lives of disadvantaged young people within the community is largely due to the substantial and generous support we received from the Haringey Inclusive Clubs Fund, Tesco Community Fund, UK Youth, The London Community Foundation and the Mrs Smith & Mount Fund amongst our other many valuable supporters and community donors.

Independent Examiner's Report to the Trustees of Turning Corners

I report on the accounts of the Charity for the year ended 31 January 2024, which are set out on pages 5 to 7.

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 the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to examine the accounts (under the 2011 Act);

· examine the accounts (under the 2011 Act);

· to follow the procedures laid down in the General Directions given by the Charity Commissioners (under the 2011 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 Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

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 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.

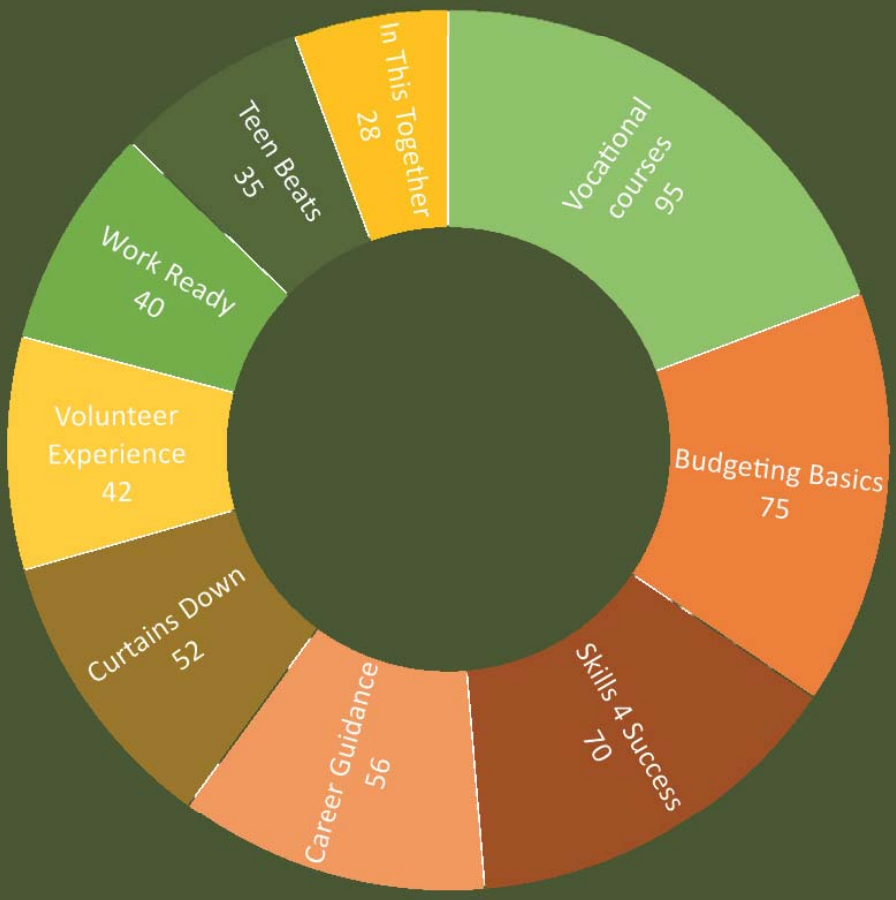


De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
31 Octoer 2024



SUMMARY OF PARTICIPATION IN ALL PROJECTS 2023/24

***The figures display the number of young people attending our various projects**





OUR IMPACT

40 PEER MENTORING RELATIONSHIPS HAVE BEEN FORMED.



4200

VOLUNTEERING HOURS CONTRIBUTED BY BOTH ADULTS AND YOUNG PEOPLE.

22

22 new community volunteers recruited and trained.

75 YOUNG PEOPLE HAVE LEARNT BUDGET FRIENDLY TIPS AND IDEAS.



52 YOUNG PEOPLE PERFORMED IN OUR ANNUAL STAGE PRODUCTION.

52



45 RECREATIONAL TRIPS.

62 SUITABLE CAREER PLANS HAVE BEEN MAPPED OUT.



120 TEENAGERS HAVE WIDENED THEIR SOCIAL CONNECTIONS.

95% HAVE SIGNIFICANTLY IMPROVED IN THEIR EMOTIONAL HEALTH AND WELLBEING.

32 APPRENTICESHIP OPPORTUNITIES HAVE BEEN CREATED.

32

97% POSITIVE FEEDBACK RECEIVED THROUGH OUR EXTENSIVE EVALUATION.



110 BENEFICIARIES HAVE BEEN AWARDED A RECOGNISED QUALIFICATION.

110

STATEMENT OF FINANCIAL ACTIVITIES
For the Year Ended 31 January 2024

	31.01.24		31.01.23	
	£	£		
	Restricted Funds	Unrestricted Funds	Restricted Funds	Unrestricted Funds
INCOMING RESOURCES				
GRANTS RECEIVED	29,901	26,200	27,142	15,650
DONATIONS and LEGACIES		31,502		29,860
	29,901	57,702	27,142	45,510
TOTAL INCOMING RESOURCES		87,602		72,652
CHARITABLE EXPENDITURE				
Purchases & Equipment	7,419		5,650	
Volunteer Expenses	1,303		874	
Events and Projects	11,058		12,954	
Refreshments & Catering Exp	6,601		5,086	
Staff and Training Costs	33,993		26,539	
Office Running Costs	2,482		1,080	
Trips and Travel	10,951			
Premises Rent	18,900		12,068	
	92,707	-	64,250	-
SUPPORT COSTS				
Advertising		609		858
Accountancy		581		402
Insurance		500		308
Fundraising Costs		968		303
Legal and Professional Fees		138		232
	-	2,795	-	2,103
Resources Expended	92,707	2,795	64,250	2,103
TOTAL RESOURCES EXPENDED		95,503		66,353
NET MOVEMENTS IN FUNDS FOR THE YR	(62,807)	54,907	(37,108)	43,408
FUNDS MOVEMENT for the YEAR FUNDS		(7,900)		6,300
CARRIED FORWARD		10,667		4,367
TOTAL FUNDS		2,767		10,667



Balance Sheet
For the Year Ended 31 January 2024

	31.01.24		31.01.23	
	£	£	£	£
FIXED ASSETS				-
CURRENT ASSETS				
Loan Debtors			-	
Cash in hand & Bank	2,767		10,667	
		2,767		10,667
CURRENT LIABILITIES				
Short term Creditors	-		-	
NET CURRENT ASSETS		2,767		10,667
TOTAL ASSETS LESS CURRENT LIABILITIES		2,767		10,667
FUND ACCOUNT		2,767		10,667

ON BEHALF OF THE BOARD SIGNED:

Abraham Traube
14 October 2024



Notes to the Financial Statements

For the Year Ended 31 January 2024

1. ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in Jan 2019.

Charity status

The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

Fund accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognized at the time of the donation.

Resources expended

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.
Management and administration costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Going Concern

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

2 NET INCOMING RESOURCES

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3.INCOME FROM DONATIONS AND LEGACIES

£	£	£	£
2024	2024	2024	2023
Restricted Funds £	Unrestricted Funds £	Total £	Total £
29,901	57,702	87,602	72,652

4. RESTRICTED AND UNRESTRICTED INCOME

	2024
Restricted	
Groundwork UK	**3,908**
Haringey Council	**1,476**
UK Youth	**5,900**
The London Community Foundation	**9,792**
Groundwork UK	**977**
The Mrs Smith And Mount Fund	**4,810**
The Caring Family Foundation	**3,038**
	29,901

‘I’D RATHER LEARN TO DANCE IN THE RAIN, THAN WORRY IF I HAVE AN UMBRELLA FOR THE REST OF MY LIFE’







Tools 4 Teens

England & Wales - Charity number 1186416

Accounts

Tools 4 Teens

Stepping stones



REPORT OF THE TRUSTEES AND UNAUDITED FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2023

One of the secrets of life is to make stepping-stones out of stumbling blocks.

-Ferri Fehnson-





Contents

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Message from the Chair	5
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Balance Sheet	18
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Charity information

TRUSTEES:
Abraham Traube
Nicha Feldman
Esther Spitzer

REGISTERED OFFICE:
8 Clapton Terrace
London
E5 9BW

REGISTERED CHARITY NUMBER:
1186416

INDEPENDENT EXAMINER:
De Claron Ltd
Unit A
3 The Vale
London
NW11 8SB



The trustees present their report with the financial statements of the charity for the year ended 31 January 2023. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

A MESSAGE FROM THE CHAIR

We are living in uncertain times. From the unprecedented cost of living in Britain the global unrest we are experiencing, it's enough to cause any of us to feel anxious. Especially the most vulnerable among us. Here at Tools 4 Teens, we are taking our responsibility for the well-being of our teens more seriously than ever. We know that in these ever-changing times, we must be one step ahead of the game in responding to their needs. And although we can never foresee from which direction the wind will blow, we remain committed to providing our teens with the emotional tools they need to rise to the occasion and overcome their challenges. Whatever they may be.

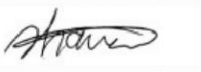
Emotional preparedness is not a 'once and done' thing. Life is full of surprises, and real emotional strength and mental well-being are something that takes constant work

To quote Mel Robbins:
"Your mental health is everything – prioritize it. Make the time like your life depends on it, because it does."

From complex backgrounds, challenging childhoods, and emotional scars, we are doing everything possible to help our teens move forward and create better lives for themselves. Lives brimming with success, social fulfillment, and wholesome joy.

Our most recent Budgeting Basics course is just one of the ways we have responded to the current financial challenges our teens face. I am so grateful to my amazing staff for pulling this program off as another all-around success!
As one teen told me last week:
"I see money so differently now. I actually understand how to manage it and what it means to budget."
Obviously, none of this would be possible without the incredible support of our friends and donors. Our achievements are your achievements. The support you give us, is the support we give to our members. Looking back at this past year, I am proud of what our teens have accomplished. And I have faith in what they will still accomplish. Because as long as they are moving forward, there is always a reason to celebrate!

With best wishes,
Abraham Traube



Abraham Traube
The Board Chair
30 October 2023



Mission Statement:

Tools 4 Teens aims to equip at-risk teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people (ages 16-19,) giving them a safe place to grow and develop their sense of inner self-worth and societal responsibilities.

Aims and Objectives:

- Provide training for at-risk teens which will enhance their employability levels and skills.
- Develop independence, self-confidence and good work/community ethics in local teenagers.
- Empower young people to find and maintain respectable forms of employment.

Our Vision:

Our vision is to see young people in the community grow to become secure, skilled, and contributing members of society.

Working In Partnership:

We work closely with local support organisations in order to find the young people who would benefit from our help the most. We often have headteachers reaching out to us with referrals for students who need the extra support and practical guidance for broadening their educational opportunities and strengthening their emotional world.

One of the partner agencies we work with regularly is Interlink. This is a non-profit, community-based organisation that provides establishments with guidance and know-how for setting up accredited educational services. They inform us of the different vocational course options available and guide us on how to set up the courses according to the policies set out by the board. They also aid us in understanding and meeting government regulations and guidelines.

Management Committee

Our current Management Committee is comprised of five local BAME adults who have experienced many of the challenges our users face. This puts them in a unique position to make decisions and judgments based on their past experiences and what they understand to be the best way forward for our users.

The Management Committee meets on a quarterly basis (including the Annual General Meeting.) It has seven members, who, in their professional capacities, include a school principal, community leader, welfare adviser, psychotherapist, and educational psychologist. Their combined experience as professionals helps us to remain focused on the needs of our service users.

Day-to-day workshops, activities, and courses are led by our incredible team of six professionals who work alongside 21 volunteers and part-time workers, enabling the program to run smoothly. Our professionals come with years of experience dealing with teenagers and their qualifications include social work, therapy, financial training, and career coaching.



Have a sneak peak

















BACKGROUND

Tools 4 Teens was founded in 2019 by Mrs. Esther Spitzer, a headteacher in a local school.

She was disturbed to notice that many graduating sixth formers, especially those from low-income or otherwise troubled family situations, were suffering from low self-esteem and poor emotional health. In addition, since many of these teens did not have the resources to further their college or university education, they lacked the necessary skills for successfully entering the workforce.

Our current users include 92 BAME young people from one of the most economically deprived areas in London, the borough of Hackney. Most of our participants are from families in difficult financial circumstances, mostly living in overcrowded housing conditions. In addition to their economic and social hardships, many of our beneficiaries come from families with difficult home situations - single-parent homes, an addictive, or otherwise dysfunctional parent, or a sibling with a mental/ physical disability.

Mrs. Spitzer established Tools 4 Teens with a mission to remedy the issues these young people face in a culturally appropriate manner.

Cost of Living Crisis

This past year, we marked Tools 4 Teens' fifth year of activities. As in the past, we were presented with a unique set of challenges this year that required a quick-thinking response. With the cost of living in Britain rising to unprecedented levels, many of our teens have been facing anxiety in regard to their finances.

Once again, our team did what we have proven to be best at - responding to crisis. Under the efficient leadership of Mrs Spitzer, a new Budgeting Basics course was put into place to address this challenge, empowering our teens to manage their money wisely and save more effectively.

In addition to the financial aspect, we also put a greater emphasis on our emotional and mental health program dubbed "In This Together," whereby more teens had access to therapy to manage their anxieties better.

Security is a big word for our teens. After a challenging childhood, many of them have been left scarred with a sense of insecurity, uncertainty, and vulnerability. By giving them hope for a secure financial and emotional future, we are giving them the greatest gift of all. The gift of knowing that whatever life throws at them, they have what it takes to rise above it. Stronger.

Skills 4 Success:

One of the best things we can do to secure the financial future of our members is to help them establish fulfilling careers. As part of our Skills 4 Success program, we offer our teens a range of vocational course options, which are all accredited by City and Guilds or other recognized award bodies. These courses include IT training, Bookkeeping, Photography, and Fashion Design.

Since many of our teens are not academically inclined or motivated, our course instructors are trained to instill a sense of excitement into the lessons, enabling our members to enjoy the learning while gaining valuable skills simultaneously.



Having run this program long enough, we are now hearing back from our first-year members, many of whom are well on their way to building successful careers. For many, it is only now, five years down the line, that they truly appreciate the skills they received here at Tools 4 Teens.

In one such recent message, a past Tools 4 Teens member thanks her Graphics Design instructor for being the impetus for her achievements:
"My current position as a graphics designer is a bright and steady light in my life. I sometimes just stop and think: "Where would I be now if not for your support pushing me forward? If not for your belief in my abilities?"

Curtains Down:

One of the highlights at Tools 4 Teens this year was the annual showcase our students put on in January. This year's performance was focused on Traditional Arts, and we were overcome by the tremendous display of creativity and talent our members displayed. The feedback from the audience was very enthusiastic, and some of our girls were still on a high from the experience weeks later!

Volunteer Experience:

"We make a living by what we get. We make a life by what we give."
Winston Churchill.
For our teens, giving to others is much more than a ticket to happiness. It's their way of healing from their past. It's their way of telling themselves, "My community needs me. I belong."
As part of our volunteering program this year, our teens were kept busy visiting children in hospitals, putting together care packages for the elderly, and helping out at play centers for disabled children. The work was not always easy. But the feelings of fulfillment they came out with were worth their weight in gold.

Teens Outdoors

We were grateful to have had some glorious weather this year and were sure to make the most of it in the great outdoors. Our weekly netball and tennis games continued steadily at a local park throughout the year, and our teens have become real pros at these sports.

We also began a new monthly Nature Trek in March, where our teens enjoyed guided walks around the area, learning about our local wildlife and their challenges. Our nighttime Bat walk was definitely the most popular of the lot!
Nature is the best form of therapy there is. When our teens walk into our premises with a healthy flush on their cheeks after exercising outdoors, we know it's true.
In the words of one teen:
"I used to think that people who go on walks are bored. Like - don't they have anything better to do with their lives? Now I see how walking is healthy and relaxing. It's not for bored people. It's for people who know how to use their time well."
Maya, age 17.

Budgeting Basics:

As was mentioned above, we initiated our Budgeting Basics course in response to the current cost-of-living crisis in Britain. Delivered weekly by a team of financial advisors, the course has given our members an essential foundation for managing their finances, differentiating between different payment methods and bank accounts, recognizing fraud, avoiding debt, and the best ways to save for rainy days.

Since this was a new program, we continued adding parts to the program throughout the year in response to our student's requests. Some of the extra things we included were visiting a local bank and adding a fraud protection module to the program.

At the end of the program, our students received a certificate, celebrating the conclusion of their learning. We have received a huge amount of feedback from our teens, who are already making good use of the program..

One teen, Bella, related to Mrs Spitzer:
"Just this week, I got a fraud message online asking me to provide my CC details to win a free holiday. In the past, I may have fallen into this trap. Now, I know better."

We look forward to continuing this program next year and developing it further to be as robust and practical for our teens as possible.

Career Guidance

Our bi-monthly career talks by professionals have continued to inspire our teens, motivating them to pursue success as they build their adult lives.

At a recent talk, Mrs Bloom, a successful Interior Designer, shared with our teens how she built herself up with not a penny to her name, no skills, but a determination and passion that never let her give up.

In her talk, she told the teens: "Your passion is your fire. Nothing can put it out if you keep your flame high. Focus on where you want to get to, and you will be unstoppable."

For our teens, hearing about the importance of passion and determination pushes them to continue despite their internal struggles and previous letdowns. Many of them come out of these career talks inspired and eager to try harder until they meet their goals.

This year, we brought on an additional Career Coach who met with our students in the final few months of our program, helping them map out a career plan for their future. She also successfully set up some apprenticeship opportunities for our teens in the upcoming year.











In This Together:

While we have always provided our members with emotional support through therapy and counseling, this year, we have put together an official program named "In This Together".
The purpose of this program was to normalize the support we provide to our students so that those who need it do not feel ostracised.

As part of our new program, our recently employed caseworker met with each member twice a year to better understand their struggles, allocating necessary support and therapy sessions where needed. She also ran group support sessions where our girls learned effective ways to manage anxiety, advocate for their own emotional needs, and resolve conflict effectively.

PLANS FOR THE FUTURE

Here at Tools 4 Teens, while we always plan vigorously for the year ahead, we do it with the knowledge that our plans are flexible. And if a crisis comes up that requires our response or a change of plans, that's exactly what we will do.

These are some of our plans for next year:

1. Putting a greater emphasis on apprenticeship training at the end of the year:

Having seen our current Career Coach's success with finding apprenticeship opportunities for some of our members, our team has dedicated itself to building on this success in the upcoming year until 80% of our graduates have an apprenticeship opportunity come June. We know that if they already have a setup arranged for them in the year after they leave our program, they are way more likely to retain what they've learned and build successful careers.

2. Overnight Excursion:

In the past, we have been successful in arranging a weekend getaway or overnight trip for our members. They have always been a success, and we saw a lot of positive benefits emerging from these trips – both in the social and emotional spheres. Since Covid, we have yet to reinstate this program, and we hope that in the upcoming year, we can pull off one such getaway successfully.

3. In This Together - Funding:

Since starting our new program, our case worker has seen a great need for a broader range of therapy options for our members. Some of her suggestions included Equestrian Therapy and Art or Music Therapy, which are alternative forms of therapy that we would love to offer our members. The benefit to these therapies is that in addition to helping the client heal, the sessions are fun, enjoyable, and meet less resistance than traditional therapies such as CBT.

We would need significant funding to do this, but it is a goal we would like to achieve in the future.

4. Continued Volunteer and Resource Expansion

While we have successfully recruited volunteers (rather than paid workers) to join our organisation, cutting running costs, we hope to achieve more success in this area in the upcoming year. We have also set ourselves a goal to obtain resources, such as art supplies, sports equipment, and kitchen utensils, as donations (second-hand or funded) rather than being purchased.





An obstacle is often a stepping stone

-Freis Mandune-





SUMMARY

This past year (2022-2023,) Tools 4 Teens has enabled 92 young people to regain their footing after a difficult past, paving the way for a brighter future ahead. Our young people will be leaving the program with valuable skills in many areas, enabling them to build a career, earn a living, and lead wholesome and fulfilling lives. It's a whole different world from the reality they grew up with, and it excites us every year again how far we are able to bring our members. Of course, we are forever grateful to our friends, partners, and supporters for enabling us to be here for the vulnerable teens in our community.

STRUCTURE, GOVERNANCE AND MANAGEMENT STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document:
The charity is governed by its Memorandum and Articles of Association which aims to 'improve employability prospects for young people and prepare teens for the opportunities, responsibilities, and experiences of everyday life.'

Trustees, Staffing, and Organisational Structure
Trustees are appointed by the board based on competence, specialist skills, and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding & Child Protection, Equality & Diversity, Health & Safety and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)

Mr. Abraham Traube was appointed in 2019 as Managing Director for Tools 4 Teens. Mrs Esther Spitzer as the founder takes the role of Programme Manager.

In February of 2020, our Trustees appointed Mrs Chippy Flohr as our Safeguarding Lead. Mrs Flohr oversees the overall safety and well-being of our users, collaborating with social workers or other community organizations to give our users the best experience possible.

Risk Management:

The trustees have introduced systems to identify and manage risks effectively. The trustees are satisfied that these systems and procedures mitigate any perceived risks. These systems are reviewed regularly and the necessary amendments are made.

Public Benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

FINANCIAL REVIEW

Reserves Policy:
The trustees ensure that sufficient reserves are kept to cover foreseeable demands. The Trustees are working towards building free reserves of at least 3 months' operating costs in order to protect services where there are uncertainties as to whether funding will continue and to ensure adequate cash flow for the organization's needs.
principle Funding Sources
The cost-of-living crisis is having an immediate effect on our organization. Our income levels have been largely reduced as many of our past benefactors are currently not in a position to support us, which is intensified by the high competition we face within outside funding sources. This financial setback combined with the increased cost of living expenses which has caused a significant rise in our daily running expenses, is making delivering our programme considerably more challenging. We are working overtime to ensure that the needs of our users are met in the best possible way and have taken several steps over the past year so we can keep our organisation running effectively and sustainably. These steps include; initiating local fundraising events, recruiting of more local volunteers, reducing staff members on our payroll, soliciting donated equipment and food, and securing more pro bono/reduced rates on our activities and trips.

Our income this year includes £15,600 from local fundraising events, £17,200 from private donors and over £40,000 in grants from various Trusts and Foundations. The figures are shown in the attached financial statements, and the Trustees are satisfied with the results for the year. The Trustees gratefully acknowledge that the expansion of our services and reach which has increased our positive impact on the lives of disadvantaged young people within the community is largely due to the substantial and generous support we received from The Postcode Society Trust, The Sport England's Queen's Platinum Jubilee Activity Fund and The Comic Relief Community Fund amongst our other many valuable supporters and community donors.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

Charity law 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 profit or loss of the charity for that period. In preparing those financial stateme
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in its activities.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2006.

AUDITOR

There is no audit requirement for the charity. An independent examiner's unqualified report will be prepared by De Claron Ltd.

ON BEHALF OF THE BOARD SIGNED:
Abraham Traube
31 October 2023



Independent Examiner's Report to the Trustees of Turning Corners
I report on the accounts of the Charity for the year ended 31 January 2023, which are set out on pages 5 to 7.

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 the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.
It is my responsibility to examine the accounts (under the 2011 Act);
· to follow the procedures laid down in the General Directions given by the Charity Commissioners (under the 2011 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 Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

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 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.



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
31 Octoer 2023



SUMMARY OF PARTICIPATION IN ALL PROJECTS 2022/23



NUMBER OF PARTICIPANTS PER PROJECT

OUR IMPACT

72 YOUNG PEOPLE ACQUIRED SELF-AWARENESS AND RELATIONSHIP SKILLS THROUGH OUR SOCIAL EMOTIONAL WORKSHOPS

16

18 NEW COMMUNITY VOLUNTEERS RECRUITED AND TRAINED FOR OUR DIFFERENT PROJECTS



3159

VOLUNTEERING HOURS COMPLETED. THESE YOUNG WOMEN ADMITTED TO GAINING MORE THAN THEY GAVE.

1156

Educational Learning Sessions as part of our 'Skills 4 Success' project.

36 SUPPORTIVE RELATIONSHIPS CREATED THROUGH OUR PEER MENTORING SCHEME WOMEN ADMITTED TO GAINING MORE THAN THEY GAVE.



78 YOUNG WOMEN HAVE BEEN GIVEN THE TOOLS TO WEATHER THE CURRENT COST-OF-LIVING CRISIS.

92 TEENAGERS HAVE WIDENED THEIR SOCIAL CIRCLES AND COMMUNITY CONNECTION IMPROVING THEIR MENTAL HEALTH AND WELLBEING.

82 SUITABLE CAREER PLANS HAVE BEEN MAPPED OUT



12 CURRENT VOLUNTEERS ARE PAST PARTICIPANTS OF TOOLS 4 TEENS

98% POSITIVE FEEDBACK RECEIVED THROUGH OUR EXTENSIVE MONITORING AND EVALUATION.

48 OUTDOOR TRIPS, ENERGISING OUR USERS PHYSICALLY AND EMOTIONALLY



25 APPRENTICESHIP OPPORTUNITIES HAVE BEEN CREATED

85 YOUNG PEOPLE TOOK AN ACTIVE PART IN OUR LIVE COMMUNITY PERFORMANCE

STATEMENT OF FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 JANUARY 2023

	Notes	31.01.23 £ Restricted Funds	31.01.23 £ Unrestricted Funds	31.01.22 £ Restricted Funds	31.01.22 £ Unrestricted Funds
INCOMING RESOURCES					
DONATIONS RECEIVED					
GRANTS	3	27,142	15,650	17,534	
OTHER INCOME					
DONATIONS & LEGACIES			29,860		42,418
		27,142	45,510	17,534	42,418
TOTAL INCOMING RESOURCES			72,652		59,952
CHARITABLE OBJECTIVES					
Educational Events and Trips		12,954		12,267	
Office Running Costs		1,080		702	
Premises Rent		12,068		13,368	
Purchases & Equipment		5,650		3,609	
Refreshments & Catering Expenses		5,086		1,198	
Staff and Training Costs		26,539		27,955	
Volunteer Expenses		874		1,190	
SUPPORT COSTS					
Accountancy			402		270
Advertising			858		456
Fundraising Costs			303		376
Insurance			308		508
GOVERANCE COSTS					
Legal and Professional Fees			232		505
Total Resources Expended		64,250	2,103	60,289	2,115
Total Expenditure			66,353		62,404
NET MOVEMENTS IN FUNDS FOR THE Yr		(37,108)	43,408	(42,755)	40,303
			6,300		(2,452)
FUNDS CARRIED FORWARD			4,367		6,820
TOTAL FUNDS			10,667		4,367

BALANCE SHEET

FOR THE YEAR ENDED 31 JANUARY 2023

	31.01.23		31.01.22	
	£	£	£	£
FIXED ASSETS				-
CURRENT ASSETS				
Loan Debtors			-	
Cash in hand & Bank	10,667		4,367	
		10,667		4,367
CURRENT LIABILITIES				
Short term Creditors	-		-	
NET CURRENT ASSETS		10,667		4,367
TOTAL ASSETS LESS CURRENT LIABILITIES		10,667		4,367
FUND ACCOUNT		10,667		4,367

ON BEHALF OF THE BOARD SIGNED:



Abraham Traube

31 October 2023



Notes to the Financial Statements

FOR THE YEAR ENDED 31 JANUARY 2023

1 ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP), "Accounting and Reporting by Charities" published in Jan 2019.

Charity status

The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

Fund accounting

General funds are unrestricted funds that are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognized at the time of the donation.

Resources expended

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Management and administration costs are those incurred in connection with the administration of the charity and compliance with constitutional and statutory requirements.

Going Concern

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

2 NET INCOMING RESOURCES

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3. INCOME FROM DONATIONS AND LEGACIES

2023 Restricted Funds	2023 Unrestricted Funds	2023 Total	2022 Total
£	£	£	£
27,142	45,510	72,652	59,952

4. RESTRICTED AND INRESTRICTED INCOME

2023

Restricted	£
The Postcode Society Trust	12,070
The Sport England's Queen's Platinum Jubilee Activity Fund	6,909
The Comic Relief Community Fund	7,101
People's Health Trust	1,062
	27,142

Every failure is a stepping stone to success

-John Delemme-





Tools 4 Teens

England & Wales - Charity number 1186416

Accounts

SMOOTH SAILING

TOOLS 4 TEENS





ANNUAL REPORT AND ACCOUNTS

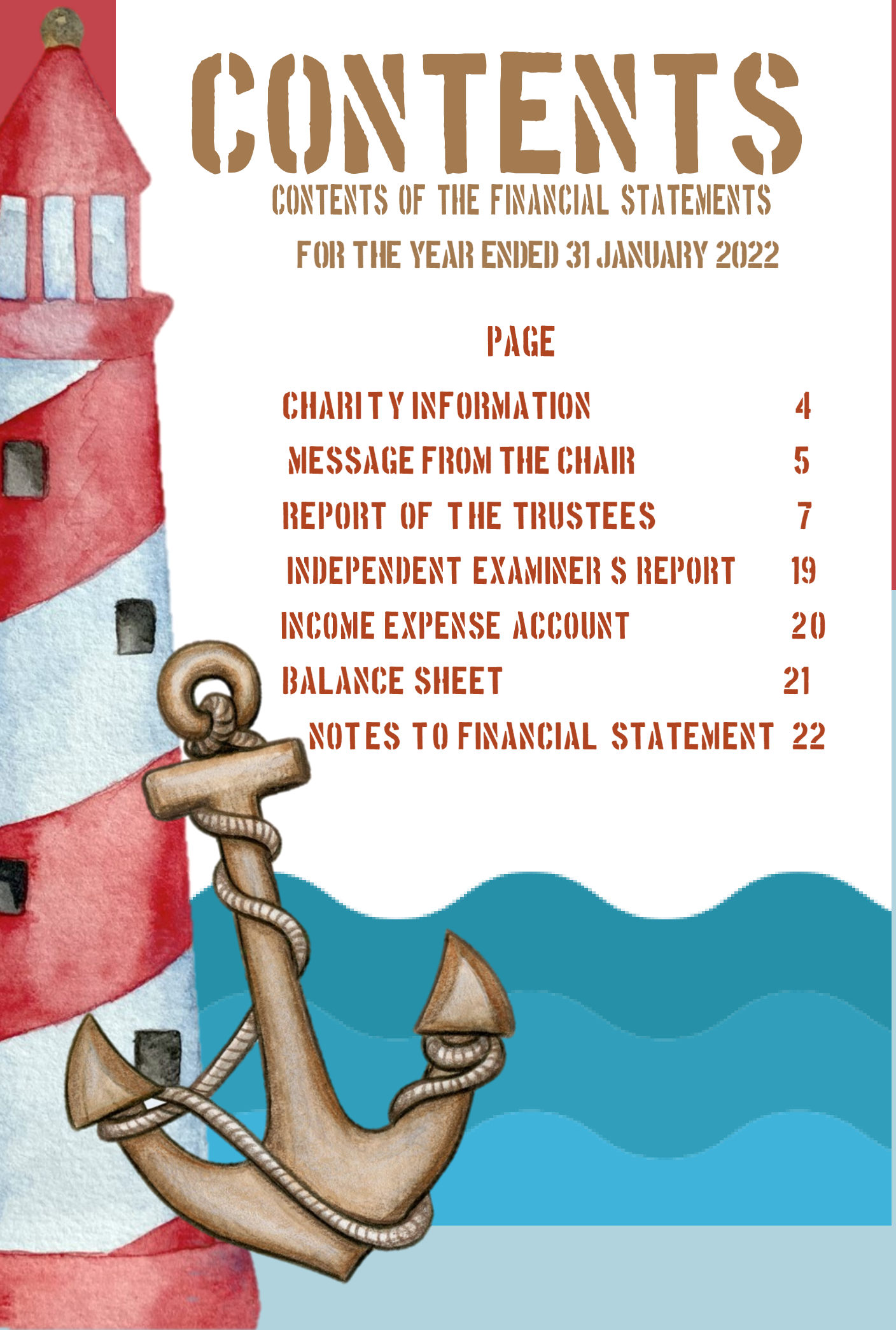
YEAR ENDING 31ST JANUARY 2022



‘WHEN YOU CANT CHANGE THE DIECTION OF THE WIND ADJUST YOUR SAILS’

-DAVID SEDARIS-





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CONTENTS OF THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 JANUARY 2022

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CHARITY INFORMATION

For the Year Ended 31 January 2022

TRUSTEES:	Abraham Traube Esther Spitzer Nicha Feldman
REGISTERED OFFICE:	8 Clapton Terrace London E5 9BW
REGISTERED CHARITY NUMBER:	1186416
INDEPENDENT EXAMINER:	De Claron Ltd Unit A 3 The Vale London NW11 8SB
BANKERS:	Natwest Bank 198 Stoke Newing ton High Street London N16 7GA



The Trustees present their report with the financial statements of the charity for the year ended 31 January 2022. The trustees confirm that the annual report and the financial statements of the charity comply with the current statutory requirements, the requirements of the charity's governing document and the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" issued in Jan 2015.

A MESSAGE FROM THE CHAIR

Oh, the joys of a single handshake. A warm embrace. An unmasked smile!

After two years of Covid disruption, our in-house programs and in-person events were certainly not something we took for granted. Whether at our weekly workshops, vocational courses or mid-week retreats, not a program went by without one of us saying, "remember how we did this last year?!"

Thankfully we can laugh now, but in truth, as we gradually pulled our organisation back together in a post-pandemic world, it was not without challenges. Our teens had been through an upheaval and that required our response.

*Enter our **"Back from Covid" Program!***

The program, which was the mastermind of our Programme Manager - Mrs Spitzer, smoothed the transition back into regular life for our teens and enabled them to emerge from their Covid struggles stronger. By providing them with much-needed mentoring support, life-skills workshops and trauma management, we gave them a healthier method of dealing with crisis – something they can fall back to in the future as well.

In fact, this initiative has been so beneficial for our members that we have chosen to continue parts of this program in the upcoming year as well.

Sometimes, some of the most amazing, successful, and beautiful things emerge from of a place of darkness, pain or struggle.

--

A huge shout out to our staff members, volunteers, funders and supporters. Each of you in your own way, went above and beyond your call of duty to ensure that our teens get the best foundation possible for their adult lives. We couldn't have done it without you!

--

As I handed out certificates at our Graduation this year, I watched our incredible group of 80 young people graduate with heads held high and a healthy flush of achievement on their faces. We can't forget the ones who TRULY did the hard work. They may have gritted their teeth and hung on by their finger nails – but they did it. They kept going. And for that, they deserve a standing ovation.

--

With best wishes,

Abraham Traube

The Board Chair



MISSION STATEMENT

Tools 4 Teens aims to equip at-risk teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people (ages 17-19,) giving them a safe place to grow and develop their sense of inner self-worth and societal responsibilities.

AIMS AND OBJECTIVES

· Provide training for at-risk teens which will enhance their employability levels and skills.

· Develop independence, self-confidence and good work/community ethics in local teenagers.

· Empower young people into finding and maintaining respectable forms of employment.

OUR VISION

Our vision is to see young people in the community grow to become secure, skilled, and contributing members of society.

WORKING IN PARTNERSHIP

We work closely with local high schools in order to find the young people that would benefit from our help the most. We often have headteachers reaching out to us with referrals for students that need the extra support and practical guidance for broadening their educational opportunities and strengthening their emotional world.

One of the partner agencies we work with regularly is Interlink. This is a non-profit, community-based organisation that provides establishments with guidance and know-how for setting up accredited educational services. They would inform us on the different vocational-course options available in the UK and would guide us on how to set up the courses according to the policies set out by the board. They would also aid us in understanding and meeting government regulations and guidelines.

MANAGEMENT COMMITTEE

Our current Management Committee is comprised of five local BAME adults who have experienced many of the challenges our users face. This puts them in a unique position to make decisions and judgements based on their past experiences and what they understand to be the best way forward for our users.

The Management Committee meets on a quarterly basis (including the Annual General Meeting.) It has seven members, who in their professional capacities include a school principal, community leader, welfare adviser, psychotherapist and educational psychologist. Their combined experience as professionals helps us to remain focused on the needs of our service users.

Day to day workshops, activities and courses are led by our incredible team of six professionals who work alongside 21 volunteers and part-time workers, enabling the program to run smoothly. Our professionals come with years of experience dealing with teenagers and their qualifications include social work, therapy, financial training and career coaching.

BACKGROUND



Tools 4 Teens was founded in 2019 by Mrs. Esther Spitzer, a headteacher in a local school.

She was disturbed to notice that many graduating sixth formers, especially those from l ow-income or otherwise troubled family situations, were suffering from low self-esteem and poor emotional health. In addition, since many of these teens did not have the resources to further their college or university education, they lacked the necessary skills for successfully entering the workforce.

Our current users include 80 young people from one of the most economically deprived areas in London, the borough of Hackney. Most of our participants are from families in difficult financial circumstances, mostly living in overcrowded housing conditions. In addition to their economic and social hardships, many of our beneficiaries come from families with difficult home situations – single-parent homes, an addictive, or otherwise dysfunctional parent, or a sibling with a mental/ physical disability. Mrs. Spitzer established Tools 4 Teens with a mission to remedy the issues these young people face in a culturally appropriate manner.

This past year marked Tools 4 Teens' fourth year of activities. As we pulled our organisation back on its feet post-pandemic, we were truly proud of everything our users achieved this year and of the great strides they have taken in the academic, emotional, and social realms.

Once again, we could not have achieved what we did without our truly dedicated team and the iron will of our Programme Manager, Mrs Spitzer, who is constantly seeking new ways to empower disadvantaged young people and optimise their future employment chances.

BACK FROM COVID



Covid had been a tough ride for all of us, but for our disadvantaged teens, this was especially a challenge. Coming from socio-economically disadvantaged families, the financial upheaval caused by the pandemic was increasingly stressful and emotionally challenging for our users. The lack of daily structure brought on by lock-down, and the large number of Covid-related deaths within the community, also left many of our users with a mound of emotional hurdles to contend with.

Since mental health issues take some time to detect, it was only a couple of months into the year that we saw an all-time high demand for mental health support amongst our teens.

In response to this, Tools 4 Teens launched our "Back from Covid" Program – a six-month program aimed at supporting our young adults as they stabilised their lives after Covid and found their path to emotional health. By providing them with much-needed mentoring support and life skills at this crucial point, we gave these teens healthier methods of dealing with crises – a valuable tool for them at any point in their lives.



‘SMOOTH SEAS DO NOT MAKE SKILLFUL SAILORS’

-ANDREW KILOS-



ACHIEVEMENTS AND PERFORMANCE

SKILLS 4 SUCCESS



It's four years into this program and we are glad at how far we've come! Every year, at Tools 4 Teens, we offer our users a wide range of vocational course options, where they earn the credentials necessary for pursuing a career. These courses include IT training, accountancy, interior design and graphic design. Each of these courses culminates in a qualification which is accredited by City & Guilds. This year, all 80 of our users will be graduating with a certification in their chosen field.

CURTAINS DOWN

Our weekly drama and art sessions are extremely popular in our community. It allows our young people to develop their creativity and channel their previously unexplored talents towards something productive. These sessions culminate in an Annual Showcase which has become a popular community event, with this year's event especially well-attended.

Here is one (of the many) comments we received from a member in our audience at this year's showcase event:

"I am speechless! I have yet to see such talent, confidence and skill rivalled. This is an incredible bunch of young people who have great futures ahead of them – at the rate they're going!"
Mrs F*, active community member.

And more personally, from our lead dancer herself:

"I grew up thinking I had two left feet. And two left hands. That what I was told and I believed it. When Tools 4 Teens offered me to join their dance class, I laughed my way home. Me?! Well… it's a long story as they say and I'm still pinching myself that it's true."
Alice, age 19.



VOLUNTEER EXPERIENCE





As part of our programme, all our users engage in regular volunteering jobs lending a hand at local non-profits and other community organizations. They gain from the experience a lot more than what they give. Aside from getting a close up look at how professional work place environments run, they also feel incredibly fulfilled by giving of themselves to help others. Their self-worth expands as they experience in a very real way, the impact their contributions can have on those less fortunate.

Some of the volunteer opportunities our users enjoyed this year were:

- Cooking in a local soup kitchen
- Managing a weekly game show at a local retirement home
- Running regular netball nights with special needs adults in the community
- Delivering care packages to sick kids in nearby hospitals

A noteworthy comment overheard by one of our members:

"The games you young 'urns put out every Wednesday are the highlight of my week. Would you consider coming more often?"

Mr J., retirement home member.

TEENS OUTDOORS



"How often do they actually stop to smell the flowers." It's what our Safeguarding Lead Mrs Flohr, always says. And she's right.

How often do our young teens actually take the time to explore the great outdoors, get some healthy fresh air and appreciate the natural beauty around them?

At Tools 4 Teens we are passionate about getting our users 'out and about.' Our teens enjoy a wide range of enriching extracurricular and recreational activities which include swimming sessions, outdoor games, field trips, and hiking ventures. As they laugh and exercise together, these excursions do a world of good for our young people's emotional and mental wellbeing. By participating in group activities our users are also able to develop fundamental social skills and form deep and lasting relationships with their peers.

In the words of one of our users:

"Getting out into the great outdoors with Tools 4 Teens is my oxygen tank for the week. It's the best and least expensive form of therapy there is!"

Maya, age 17.

BUDGETING BASICS

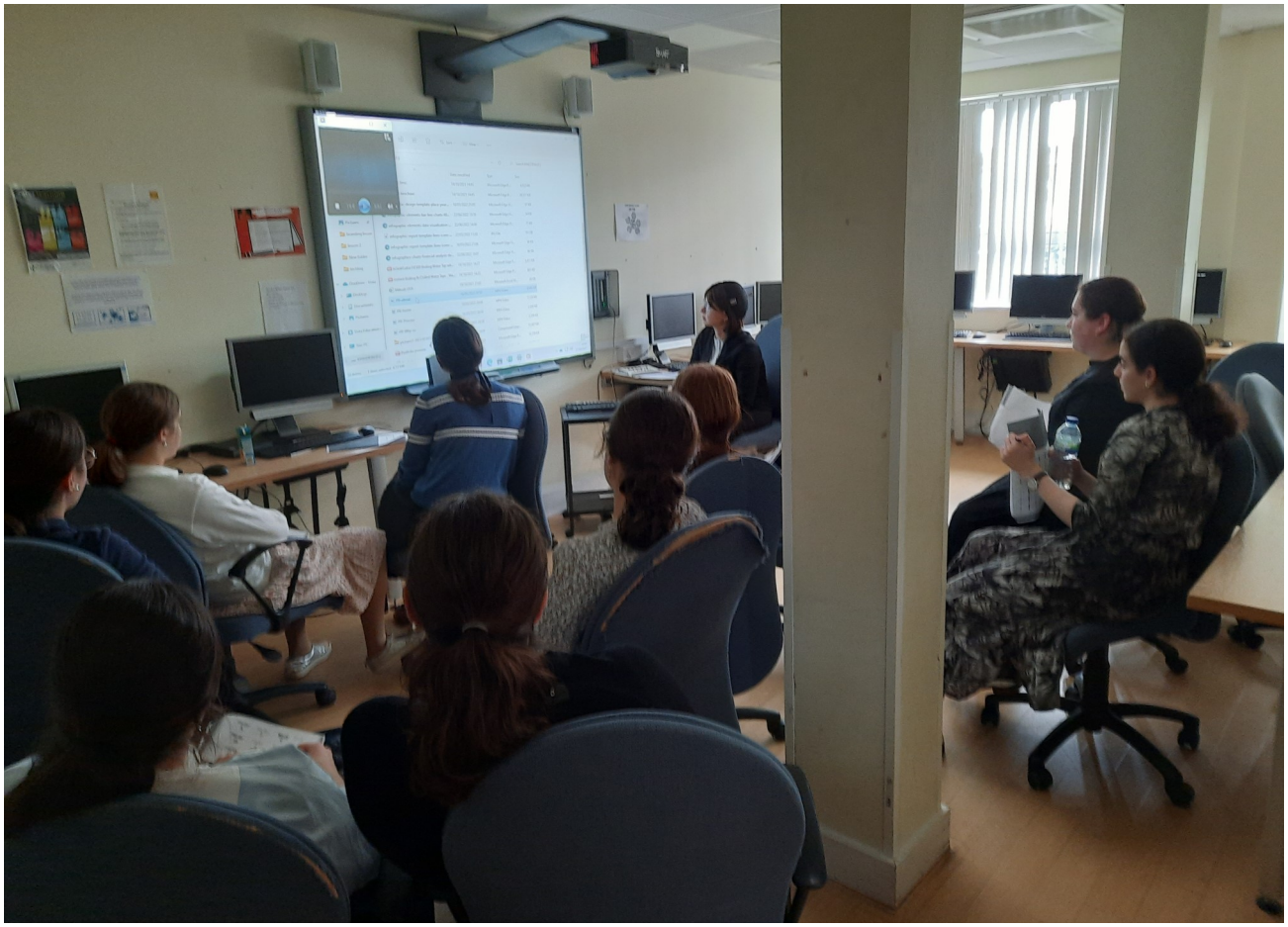


This year, we have added a new course to our program. The course is delivered by a qualified financial advisor from the community and it takes our users through the ABC's of money management and maintaining a secure financial position.

The program has been dubbed by one of our teens as the "nuts and bolts of life" which is an apt description since the state of one's finances is often what many things boil down to in the long run.

We anticipate this course being hugely beneficial to our users when they set out on their own to begin their careers.

CAREER GUIDANCE



As the final stage of education for many of our teens, Tools 4 Teens ensures that our participants are fully ready and confident to enter the workforce after leaving us.

With the arrangement of our bi-monthly career talks by professionals, our teens get to hear valuable insights from those in the 'trenches.' They learn about the 'dos and don'ts' of building a successful career, and more importantly, they get to see many successful business owners today, who started out in exactly the same place as our young people are today. This, more than anything, gives them hope for an incredible future ahead.

In the final two months of our program, the teens meet up on a one-to-one weekly basis with a professional career coach who support them in mapping out a career plan that will guide them in the future.

We get to hear a lot of positive feedback from our teens about this program which seems to be one of the most popular ones amongst them. Here is an excerpt from one of the more meaningful pieces of feedback we have received this past year. Being that it came from a 2019 member a few years into her career, this comment is particularly special to us.

"One of the greatest tuning points in my life was a Career Talk you (Tools 4 Teens) arranged for us. It was delivered by Mr Alex Marsh, a real estate magnate who, coming from a dysfunctional family, rebuilt his life from the ground up. He told us something I will never forget. He said 'Don't wait for someone to bring you happiness. Your happiness will start the minute you decide it should.' I owe every bit of success and joy I find in my photography career and in my life, to that talk and that sentence."*

K. M., 2019 graduate, age 25.

99%

Positive feedback



85

young people took to the stage and participated in a live community performance



12

New community volunteers recruited and trained for our different projects.





45

New relationships formed through our peer mentoring scheme



110

Outdoor recreational activities provided greatly enhancing emotional wellbeing of participants.

920

Educational learning sessions completed covering a range of subjects according to user demand.



2760



Volunteering hours completed positively boosting volunteers and beneficiaries alike

Teens were encouraged and supported into gainful employment/further education opportunities



35

31



Emotionally disturbed young people are flourishing through our Peer Mentoring Scheme



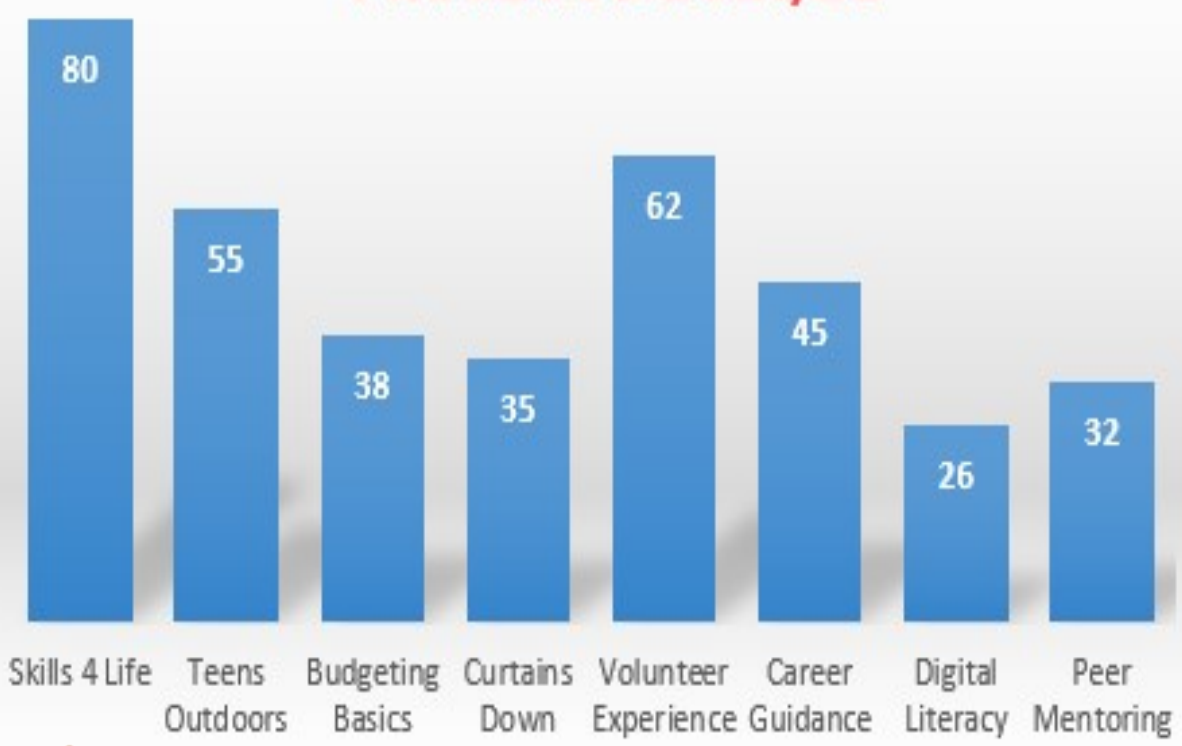
Young people acquired practical life skills including increased self-worth and identity.

young people obtained vital employment skills and work experience through our career guidance scheme

Teenagers widened their social circles and community connection improving their mental health and wellbeing

80

FIGURES SHOWN DEMONSTRATE THE NUMBER OF PARTICIPANTS PER PROJECT





PLANS FOR THE FUTURE



We have plans to expand our services by:

OFFERING A WIDER EDUCATIONAL CURRICULUM

In today's ever evolving world, we are seeing a need for offering new, and more updated course options for our teens. Some of the courses we are in the process of establishing are: Web development, Digital Marketing and Animation.

HIRING MORE STAFF MEMBERS WHO SPECIALISE IN MENTAL HEALTH



Since Covid, mental health challenges are on an all time high across the UK. More and more organisations are taking steps in response to these new set of challenges and so are we. Our hope is to hire an additional two staff members by the end of 2022 who have a formal degree in therapy (CBT/ psychotherapy etc.) and who can work on a casual and a professional, one-to-one basis with those teens who are in the need of mental health support.

ALUMNI PROGRAM

A lot of the feedback that we receive comes from our graduates who have left the program and have gone out into the 'real world.' Although we have always provided some form of long-term support for our Alumni, we are eager to expand this relationship for a twofold benefit:

1.To better the long-term chances of success for our graduates

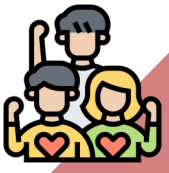
2. To encourage them to join our Alumni mentorship program whereby the establish relationships with our current members and act as a friend/ mentor as they pivot into the world of adulthood.



DIVERSIFY FUNDRAISING STREAMS



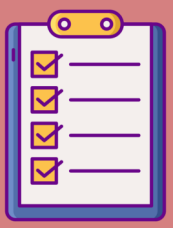
Work on diversifying funding streams to safeguard the financial health of our organisation and continue meeting the needs of even more vulnerable young people



VOLUNTEER EXPANSION

Continue to recruit and train local community volunteers which will enable our organisation to reduce our expenses and bolster our capacity providing significant long-term benefit.

SUMMARY



This past year (2021-2022,) Tools 4 Teens has significantly improved the lives and future employment chances for over 80 disadvantaged young people in the community. The organization has earned the trust and respect of the community as a whole and we continue to work in partnership with other local organizations in order to serve our users in the best way possible

STRUCTURE GOVERNANCE AND MANAGEMENT



GOVERNING DOCUMENT

The charity is governed by its Memorandum and Articles of Association which aims to 'improve employability prospects for young people and prepare teens for the opportunities, responsibilities, and experiences of everyday life.'

TRUSTEES STAFFING AND ORGANISATIONAL STRUCTURE

Trustees are appointed by the board based on competence, specialist skills, and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding & Child Protection, Equality & Diversity, Health & Safety and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)



Mr. Abraham Traube was appointed in 2019 as Managing Director for Tools 4 Teens.
Mrs Esther Spitzer as the founder takes the role of Programme Manager.

In February of 2020, our Trustees appointed Mrs Chippy Flohr as our Safeguarding Lead. Mrs Flohr oversees the overall safety and wellbeing of our users, collaborating with social workers or other community organizations to give our users the best experience possible.

RISK MANAGEMENT



The trustees have introduced systems to identify and manage risks effectively. The trustees are satisfied that these systems and procedures mitigate any perceived risks. These systems are reviewed regularly and the necessary amendments are made.

PUBLIC BENEFIT

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.



FINANCIAL REVIEW

RESERVES POLICY

The trustees ensure that sufficient reserves are kept to cover foreseeable demands.
The Trustees are working towards building free reserves of at least 3 months' operating costs in order to protect services where there are uncertainties as to whether funding will continue and to ensure adequate cash flow for the organisation's needs



PRINCIPLE FUNDING SOURCES

Since our founding in 2019, Tools 4 Teens has launched two local fundraisers, each of which have raised over £10,000 for the organisation. We continue to publicise our work in local circulars and newsletters. We are currently working on expanding our online presence.

Our activities were supported by a mixture of funding streams including private donations, grants from Trusts and Foundations, and users' contributions. The figures are shown in the attached financial statements, and the Trustees are satisfied with the results for the year. The Trustees gratefully acknowledge that the expansion of our services and reach which has increased our positive impact on the lives of disadvantaged young people within the community is largely due to the substantial and generous support we received, to include People's Health Trust, The UK Youth Fund, AHPN - BAME Healthy Communities surviving Covid-19 Fund, Comic Relief and other supporters and community donors

STATEMENT OF TRUSTEES RESPONSIBILITIES

Charity law 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 profit or loss of the charity for that period. In preparing those financial statements.
- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;

- Prepare the financial statements on the going concern basis unless it is inappropriate to presume

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2006.



AUDITOR

There is no audit requirement for the charity. An independent examiner's unqualified report will be prepared by De Claron Ltd.

ON BEHALF OF THE BOARD SIGNED

Abraham Traube
11 November 2022

INDEPENDENT EXAMINER S UNQUALIFIED REPORT TO THE MEMBERS OF TOOLS 4 TEENS

INDEPENDENT EXAMINER S REPORT TO THE TRUSTEES OF TURNING CORNERS

I report on the accounts of the Charity for the year ended 31 January 2022, which are set out on pages 5 to 7.

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 the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to

- examine the accounts (under the 2011 Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under the 2011 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 Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

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 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.



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
11 November 2022



STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JANUARY 2022

		31.01.2022		13 months to 31.01.2021	
		£	£	£	£
	Notes	Restricted Funds	Unrestricted Funds	Restricted Funds	Unrestricted Funds
INCOMING RESOURCES					
DONATIONS RECEIVED					
GRANTS	3	17,534		27,480	
OTHER INCOME					
DONATIONS & LEGACIES			42,418		15,251
		17,534	42,418	27,480	15,251
TOTAL INCOMING RESOURCES			59,952		42,731
CHARITABLE OBJECTIVES					
Educational Events and Trips		12,267		3,637	
Office Running Costs		702		1,536	
Premises Rent		13,368		9,750	
Purchases & Equipment		3,609		3,439	
Refreshments & Catering Expenses		1,198		327	
Staff and Training Costs		27,955		19,700	
Volunteer Expenses		1,190		848	
SUPPORT COSTS					
Advertising			456		562
Accountancy			270		
Insurance			508		
Fundraising Costs			376		
GOVERANCE COSTS					
Legal and Professional Fees			505		742
Total Resources Expended		60,289	2,115	39,236	1,304
Total Expenditure			62,404		40,540
NET MOVEMENTS IN FUNDS FOR THE Yr		(42,755)	40,303	(11,756)	13,947
FUNDS MOVEMENT for the YEAR			(2,452)		2,192
FUNDS CARRIED FORWARD			6,820		4,628

BALANCE SHEET
FOR THE YEAR ENDED 31 JANUARY 2022

	31.12.22		31.12.21	
	£	£	£	£
FIXED ASSETS				-
CURRENT ASSETS				
Loan Debtors			-	
Cash in hand & Bank	4,367		6,820	
		4,367		6,820
CURRENT LIABILITIES				
Short term Creditors	-		4,628	
NET CURRENT ASSETS		4,367		2,192
TOTAL ASSETS LESS CURRENT LIABILITIES		4,367		2,192
FUND ACCOUNT		4,367		2,192

ON BEHALF OF THE BOARD SIGNED

Abraham Traube

11 November 2022



NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2021

1 ACCOUNTING POLICIES

BASIS OF PREPARATION OF FINANCIAL STATEMENTS

The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP),"Accounting and Reporting by Charities" published in Jan 2015.

CHARITY STATUS

The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

FUND ACCOUNTING

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

INCOMING RESOURCES

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

RESOURCES EXPENDED

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

GOING CONCERN

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

2 NET INCOMING RESOURCES

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3. INCOME FROM DONATIONS AND LEGACIES

	£	£	£	£
	2022	2022	2022	2021
	Restrict-Funds	Unre-Funds	Total	Total
	£	£	£	£
	17,534	42,418	59,952	42,731

4. RESTRICTED AND INRESTRICTED INCOME

2022

Restricted	£
Peoples Health Trust	9,564
AHPN - BAME Healthy Communities Grant	3,000
UK Youth Fund – Covid Relief	4,000
GWUK - Comic Relief Community Fund	970
	17,534

Unrestricted	£
Achisomoch Aid C	100
Arnold Clark Autom, Au1503	1,000
Campaign Donations	400
Contributions	1,240
Dd Refund , Local Giving	96
Field Stud Coun	1,000
Golden AMB Limited, Boship Refund	1,500
Herszberg P , Pinhas Herszberg	1,640
Highfiel Assesso , E Deutsch	1,200
Localgiving Campaign Donations	20,847
Misc	1,250
Ohr Chodosh	5,000
Sally Salon Refund	45
Silverfield Estate	5,100
Zlotchiv	2,000
	42,418

5. CHARITABLE ACTIVITIES

£	£ 2022	£ 2021
CHARITABLE PROGRAMS	£	£
Educational Events and Trips	12,267	3,637
Office Running Costs	702	1,536
Premises Rent	13,368	9,750
Purchases & Equipment	3,609	3,439
Refreshments & Catering Expenses	1,198	327
Staff and Training Costs	27,955	19,700
Volunteer Expenses	1,190	848
	60,289	39,236



‘THE GOAL IS NOT TO SAIL THE BOAT, BUT RATHER TO HELP THE BOAT SAIL HERSELF’

JOHN ROUSMAN





TOOLS4TEENS

Tools 4 Teens

England & Wales - Charity number 1186416

Accounts

TOOLS FOR TEENS

ANNUAL REPORT AND ACCOUNTS

2020-2021



REASONS TO FLOURISH

TOOLS4TEENS



A weed is a plant that has

MASTERED

Every survival skill except for

LEARNING

How to grow in rows







CONTENTS OF THE FINANCIAL STATEMENTS

For the Year Ended 31 January 2021

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CHARITY INFORMATION

For the Year Ended 31 January 2021



TRUSTEES:	Abraham Traube Esther Spitzer Nicha Feldman
REGISTERED OFFICE:	8 Clapton Terrace London E5 9BW
REGISTERED CHARITY NUMBER:	1186416
INDEPENDENT EXAMINER:	De Claron Ltd Unit A 3 The Vale London NW11 8SB
BANKERS:	Natwest Bank 198 Stoke Newing ton High Street London N16 7GA

Chair's Statement

When I replay the scene in my mind…

It was two years ago, at our very first Tools 4 Teens Executive Meeting. We were animatedly discussing large group courses, outdoor recreational activities, and yes - real, live, workshops. We were certainly NOT talking about Zoom subscriptions or two-metre yardsticks.

All of us were so sure at that point, so planned-out, so top-of-the-game…

Well.

The events of this past year have taken us all by surprise. It's been a harrowing journey watching our world tumble into crisis mode. We've watched close friends and family succumb to Covid, seen great businesses collapse, and heard of too many people suffering from mental illness.

Covid has been tough on all of us, but especially for young people. With endless lockdowns and fear of the unknown, every day was an uphill battle for these teens. Yet they plodded on. And although they would never admit it themselves, so many of them can be crowned *HEROES*.

I applaud the small yet brave steps these young fighters took in seeking the help they needed. I envy their selflessness as they put others' needs before their own, donned those itchy face-masks when it was the last thing they wanted to do and yes, showed up to those zoom classes.

Small choices, big impact.

A special shout-out to the 65 teens who participated in our Covid Response Program. They made every effort to be at every Zoom session, all 65 of them; learning, growing and asking questions. Their persistence has warmed my heart.

No doubt the success of this program would not be whole without the superhuman efforts of our Managing Director. Mrs Spitzer has made it her mission to empower young people into building solid futures for themselves. It's a vision she lives by and the events of this year have proven it well.

Our super-innovative team of staff members and volunteers have left me awed with their creative solutions to rapidly occurring problems. The delivery of our program during lockdown was drastically different to our original plan. Every step needed changing, adapting and reworking due to the ever-shifting Covid regulations. Despite that, our crew did not let us down. They worked as an unstoppable team, pulling through at rapid speed to begin creating our incredible online program in just three days.

I would also like to thank our invaluable supporters and donors. They didn't ask questions. They gave from their hearts because they believed in our program and in the young participants we support. For that, I thank them from the bottom of my heart. A special thank you to The National Lottery Coronavirus Community Support Fund as well as to the Comic Relief Covid-19 Community Fund for their generous support.

Dreams are great, solid plans are even better. But the greatest lesson I've learned this year, is that with flexibility, an open mind and an eye on the true goal, anything is possible. Despite it all, we've achieved success. And for that, we have every reason to celebrate!

This year, 63 courageous young people will be graduating from our program equipped with improved emotional resilience and enriched employment skills to embark on a new future. We are cheering them on and rooting for their accomplishments.

They are our heroes.



Abraham Traube
The Board Chair

STRUCTURE, GOVERNANCE AND MANAGEMENT

GOVERNING DOCUMENT

The charity is governed by its Trust Deed and was registered with the Charity Commission on 18th November 2019. The charity is administered by the Trustees governed by its Memorandum and Articles of Association which aim to: Improve the prospects of employability for young people and to prepare teens for the opportunities, responsibilities and experiences of everyday life.

MISSION STATEMENT

Tools 4 Teens aims to equip vulnerable teenagers with the skills they need to better their chances for employability in the future. Our mission is to enrich the lives of these young people, ages 17 19, giving them a safe place to grow and develop their sense of inner self worth and societal responsibility.

AIMS AND OBJECTIVES

⇒Provide training for disadvantaged teens which will enhance their em ployability levels and skills.
⇒Develop independence, self confidence and good work community ethics in local teenagers.
⇒Empower young people into finding and maintaining respectable forms of employment.

"Our vision is to see young people in the community grow to become secure, skilled and contributing members of society."

RESERVES POLICY AND RISK MANAGEMENT

The trustees are working towards building reserves of at least 3 months' operating costs to ensure that sufficient reserves are kept to cover foreseeable demands. The trustees have introduced systems to identify and manage risks effectively. These systems are reviewed regularly and the necessary amendments are made.

COMMITMENT TO QUALITY AND BEST PRACTICE

With our commitment to quality and best practice, we evaluate and monitor our annual programme to improve effectiveness. Since our charity works with vulnerable young people and families, safeguarding is considered the greatest inherent risk in its work. We have a framework of consents, controls, policies and reviews to mitigate the associated risks. All our volunteers are DBS checked and undergo appropriate child safeguarding training. As an established organisation, we have excellent policies and procedures that are reviewed on an annual basis. This leads to smoothly run, safe activities, and sound back up plans if necessary. In setting objectives and planning for activities, the trustees have given due consideration to general guidance published by the charity commission relating to public benefit.

ORGANISATION

The management of the charity is the responsibility of the Trustees who are elected and co-opted under the terms of the Trust deed. Trustees are appointed by the board based on competence, specialist skills and experience. No Trustees are paid or remunerated (in money or in-kind) and no funds are held as a 'custodian trustee.' The Charity has a Constitution and Codes of Conduct for Trustees and for Staff. The Charity also has a range of policies including Safeguarding & Child Protection, Equality & Diversity, Health & Safety and others. Latest accounts are presented to each meeting of the Board of Trustees and annual accounts are presented to the Board at the first meeting following our financial year end (31st January.)

MANAGEMENT COMMITTEE STAFFING

Our current Management Committee is comprised of five local BAME adults who in their professional capacities include a school principal, community leader, welfare adviser and educational psychologist. They meet on a quarterly basis, including the Annual General Meeting. Their lived experiences of many of the challenges our users face puts them in a unique position to make decisions and judgements based on their past experiences.

Day to day workshops, activities and courses are led by our incredible team of four professionals who work alongside 16 volunteers and part-time workers, enabling the program to run smoothly. Our professionals come with years of experience dealing with teenagers and their qualifications include social work, therapy, financial training and career coaching.





"When I signed up, I honestly didn't think I would go more than once. Seriously, what could they tell me about life-skills that would be able to change anything around for me ?

Well, to say I was pleasantly surprised would be an understatement! That first session, they blew us all away with profound logic, incredible concepts and masterful creativity… it was amazing and so much fun! I found myself implementing the things I learned naturally, because they made so much sense. For example, in the workshop for food and nutrition, they gave us great ideas for healthy and easy go-to snacks that are awesome for our body rather than the oily and sugary stuff we all eat. I feel so much lighter and in control now that I am eating healthier."

LIORA , AGE 18 – A LONG TIME SUFFERER OF WEIGHT ISSUES AND OTHER EMOTIONAL CHALLENGES.





TRUSTEES ANNUAL REPORT

Tools 4 Teens was founded in 2018 by Mrs. Esther Spitzer, a headteacher in a local school. She was disturbed to notice that many graduating sixth formers, especially those from low-income or otherwise troubled family situations, were suffering from low self-esteem and poor emotional health. In addition, since many of young people did not have the resources to further their education in college or university, they were lacking the necessary skills for successfully entering the workforce.

Our current users include 65 young people from one of the most economically deprived areas in London; the borough of Hackney. All our participants are from families in difficult financial circumstances, mostly living in overcrowded housing conditions. In addition to their financial and social hardships, many of our beneficiaries come from families with difficult home situations – be it single-parent homes, an addictive, abusive or otherwise dysfunctional parent or a sibling with a mental/ physical disability. Mrs Spitzer established Tools 4 Teens with a mission to remedy the issues these young people face in a culturally appropriate manner.

This past year marked Tools 4 Teens third year of activities. Thankfully, despite lockdown restrictions, the charity has been able to mentor and train 65 young people over the course of the year and improve their prospects of employment for the future.

COVID 19 RESPONSE



This past year has been a challenge for everyone; especially for the teenagers our organisation supports. With lockdown causing people to "stay in place to keep safe," these young people were stuck in difficult home situations without their usual coping mechanisms (clubs, travel, games etc.) With talk of the many community members succumbing to COVID-19, many of our young people were battling fear, stress and tension as they struggled to make sense of the rapidly changing world around them. Our past participants were also being affected as companies laid off workers due to the nationwide economic hardship, leaving many of them jobless, with no stream of income and nothing to wake up for.

In the beginning, our staff members made a point of calling the teens individually to hear how they were doing. Too many of them were really struggling. One teen recently told us about her difficult experiences during COVID-19.

"When my employment ended suddenly due to COVID-19, I was crushed. My job was the only thing keeping me sane… it was the end for me. For the next two months, I spent my time sleeping, eating junk or watching depressing movies because I literally had nothing else to do or anywhere to go during lockdown. The difficult relationship I had with my parents was just getting worse and I was at the point of just giving it all up, when a staff member from Tools 4 Teens called me. That phone call literally saved my life."

Tools for Teens participant, age 17.

After hearing about the immense challenges our participants were facing during Covid, our team knew that something had to be done. Acting with quick-thinking and resourcefulness, they were able to adapt all of our course sessions to meet Covid measures by establishing an online programme. Soon after that, our team increased the program's delivery to six days per week based on the requests we were getting from our participants.

In addition to the online courses, out team established a weekly support group via zoom where professionals addressed the struggles our teens were facing and provided vital validation and expert advice. When lockdown started to ease, we established cluster support groups for these meetings which were regularly attended by our past and present participants.

One of the highlights for our teens at this time was our Voluntary Community Program where our teens volunteered their services to distribute weekly care and entertainment packages to families experiencing hardship during lockdown. More than anything, this boosted their spirits and gave them a sense of purpose on endless lockdown days.

Looking back, despite much of the challenges and changes our organisation has experienced this past year, our participants have responded remarkably well to the skills taught and are leaving us this year again with an unshakable belief in their own abilities to succeed, despite the challenges they face.



GROWTH MINDSET

STUDENTS IN OUR CLASS UN DERSTAND THAT LEARNING IS GROWING, AND GROWING MEANS MAKING MISTAKES AND PRESERVING THROUGH CHALLENGES.

— MRS S. BRAUN —



99%

Positive feedback



78

Participated in a live community performance



16

New volunteers recruited





45

New mentoring arrangements



110

Recreational activities provided

832

Educational learning sessions provided



2760

Volunteering hours



Progressed into gainful employment/further education



25

480

Individual care packages delivered





Teenagers widened their social circles and community connection

Young people obtained employment skills and work experience

Young people acquired practical life

65

ACHIEVEMENTS AND PERFORMANCE

LIFE SKILLS WORKSHOP

Our charity delivers a series of workshops which prepare participants with the life skills they need for their adult lives and to enter the workforce with confidence. These workshops focus on financial responsibility, personal development, healthy lifestyle and public speaking. This past year, we have successfully delivered four workshop series with an attendance of over 40 participants for each course.



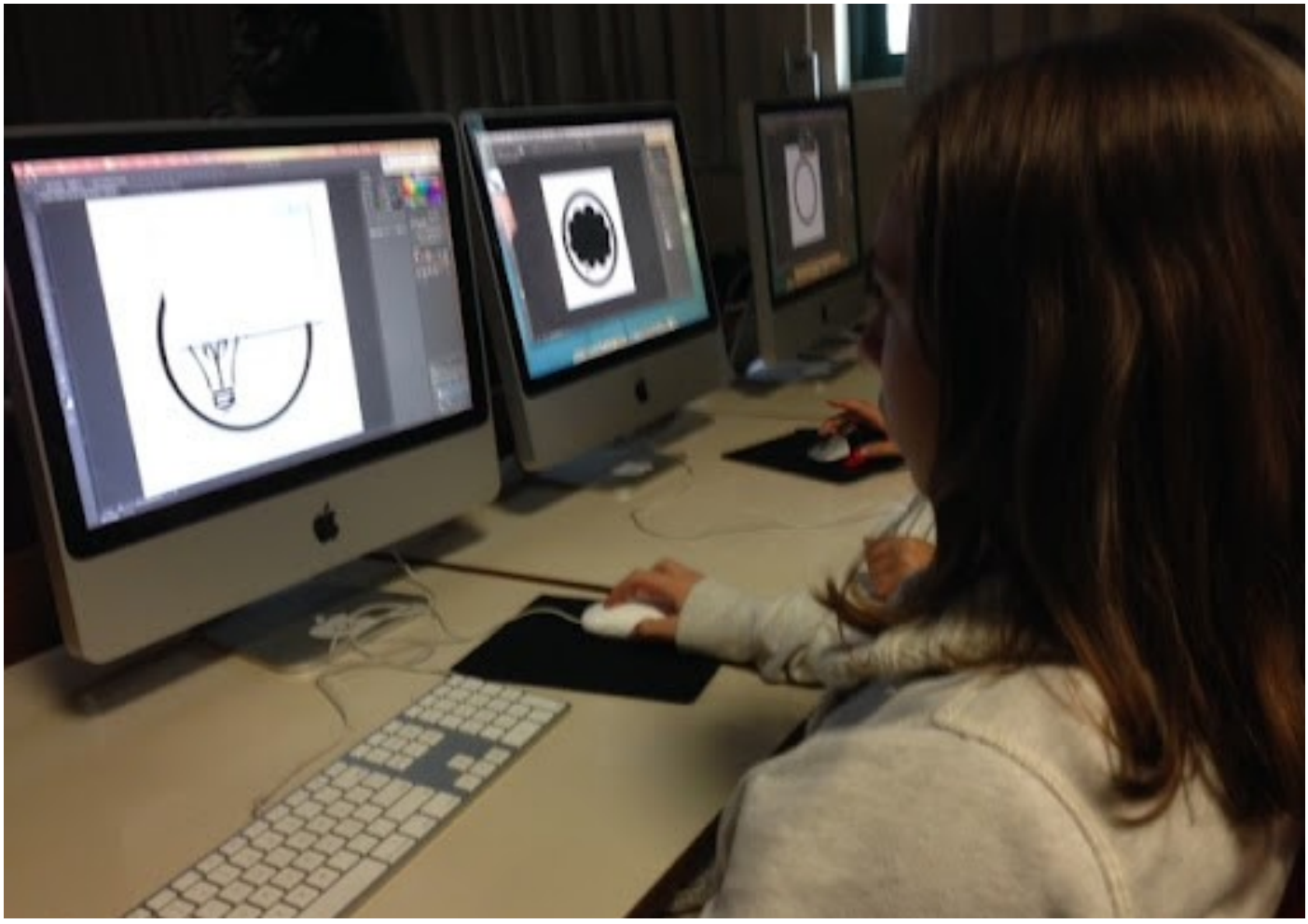
- Money and budgeting Skills
- Decision Making Skills
- Self Confidence Skills
- Organisation Skills
- Cooking and Food Skills
- Social Skills

ACHIEVEMENTS AND PERFORMANCE

EDUCATIONAL AND VOCATIONAL

Tools 4 Teens offers its users a wide range of course options, where they earn the credentials necessary for pursuing a career.These courses include IT training, accountancy, interior design and graphic design. Each of these courses culminates in a qualification which is accredited by City Guilds.

Our weekly drama and art sessions are also extremely popular.It allows young people in the community to develop their creativity and channel their previously unexplored talents towards something productive. These sessions culminate in an Annual Showcase which has become a popular community event.



Data and Programming

Writing Skills

Art and Drama Skills

Health and Socail Care

Marketing, Comminutions and Design

ACHIEVEMENTS AND PERFORMANCE

VOLUNTEERING

As part of our programme, all our users engage in regular volunteering jobs lending a hand at local non profits and other community organizations. They gain a lot more from the experi ence than they give. Aside from getting a close up look at how professional work place envi ronments run, they also feel incredibly fulfilled from giving of themselves to helping others. Their self worth soars as they experience in a very real way, the impact their contributions can have on those less fortunate around them.




Bring Joy to the elderly


Local library


Tutoring and mentoring


Donate food to foodbanks


Fundraise money for the poor

ACHIEVEMENTS AND PERFORMANCE

RECREATIONAL ACTIVITIES

The ability to switch off and unwind is a skill as vital as any other skills we teach, especially in the work force. Our users enjoy a wide range of enriching extracurricular and recreational activities which include swimming sessions, occasional outdoor trips, monthly trips to museums, and hiking ventures. As they laugh and exercise together, these excursions do a world of good for our beneficiaries' emotional and mental well being. By participating in group activities - which we hope to reinstate shortly after the lifting of Covid restrictions, - our users are also able to develop fundamental social skills and form deep and lasting relationships with their peers.



- Swimming
- Water Sports
- Horseback Riding
- Hiking
- Rock Climbing
- Social Activities

ACHIEVEMENTS AND PERFORMANCE

CAREER PREPARATION

As the final stage of education for many of them before they set out into the world of employment, Tools 4 Teens ensures that our participants are fully ready and confident to enter the workforce after leaving us. With the arrangement of our bi monthly career talks by professionals, our teens get to hear valuable in sights from those in the trenches. They learn about the dos and don ts of building a successful career and more importantly, they get to see many successful business owners today, who started out in exactly the same place as our young people are today. This, more than anything, gives them hope for an incredible future ahead.

In the final two months of our program, the teens meet up on a one to one weekly basis with a professional career coach who support them in mapping out a career plan that will guide them in the fu ture.



Enhance network Skills

Computer Skills

Complete Professional Course

Develop Communications

Office Skills



After one particularly eye-opening career talk, two of our teens wrote this in their feedback forms:

"Fancy that! The guy was in his early 20's when he landed the position as CEO of the company. Sure gives me something to dream about!"

REBECCA , AGE 16 – WHO HAD DROPPED OUT OF HIGH SCHOOL AT AGE 14.

"I loved what he said about setting work limits and not letting your working life overtake you at all hours of the day. I can see myself implementing that."

TARA , AGE 17 – WHO IS CURRENTLY BATTLING HER POST TRAUMATIC STRESS DISORDER.



WORKING IN PARTNERSHIP

We work closely with local high schools and welfare agencies in order to find the young people that would benefit from our help the most. We often have headteachers reaching out to us with referrals for students that need the extra support and practical guidance for broadening their educational opportunities and strengthening their emotional world.

One of the partner agencies we work with regularly is Interlink. This is a non-profit, community-based organisation that provides establishments with guidance and know-how for setting up accredited education services and they also aid us in understanding and meeting government regulations and guidelines.

MARKETING/PUBLICITY

Since our founding in 2019, Tools 4 Teens has launched two local fundraisers, each of which have raised over £12,000 for our organisation. We continue to publicise our work in local circulars and newsletters. We also have plans to establish an online presence in the upcoming years.

PLANS FOR THE FUTURE

In the year 2021/22 our goals are to:

Broaden our user base. Covid-19 has taught us to intensify our strategic partnerships and local networking capabilities so as to identify those vulnerable young people who could most benefit and thereby widen the target group for our organisation.

Expand our programme to offer a wider range of educational course options and emotional wellbeing workshops for our participants.

Work on diversifying funding streams to safeguard the financial health of our organisation and continue meeting the needs of even more vulnerable young people.

Progress towards receiving a quality mark from London Youth which we hope to achieve in the upcoming year.

Continue to recruit and train local community volunteers which will enable our organisation to reduce our expenses and bolster our capacity providing significant long -term benefit.

SUMMARY

This past year (2020-2021,) Tools 4 Teens has significantly improved the live chances and future employment prospects for over 65 disadvantaged young people in the community. The organisation has earned the trust and respect of the community as a whole and we will continue to work in partnership with other local organisations in order to serve our users in the best way possible.



INDEPENDENT EXAMINER S UNQUALIFIED REPORT TO THE MEMBERS OF TOOLS 4 TEENS

INDEPENDENT EXAMINER S REPORT TO THE TRUSTEES OF TOOLS 4 TEENS

I report on the accounts of the Charity for the year ended 31 January 2021, which are set out on

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 the Charities Act 2011 (the 2011 Act)) and that an independent examination is needed.

It is my responsibility to
- examine the accounts (under the 2011 Act);
- to follow the procedures laid down in the General Directions given by the Charity Commissioners (under the 2011 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 Commissioners. 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 I do not express an audit opinion on the view given by the accounts.

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 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



De Claron Ltd.
3a The Vale
LONDON NW11 8SB:
23 January 2021



STATEMENT OF FINANCIAL ACTIVITIES FIRST YEAR OF TRADING
FOR THE YEAR ENDED 31ST JANUARY 2021

	Notes	13 months to 31.01.2021 £ Restricted Funds	£ Unrestricted Funds
INCOMING RESOURCES			
DONATIONS RECEIVED			
GRANTS	3	27,480.00	
OTHER INCOME			
DONATIONS AND LEGACIES			15,251.00
		27,480.00	15,251.00
TOTAL INCOMING RESOURCES			42,731.00
CHARITABLE OBJECTIVES			
Purchases & Equipment		3,438.51	
Educational Events and Trips		3,636.70	
Refreshments & Catering Expenses		326.50	
Staff and Training Costs			19,700.00
Office Running Costs			1,535.68
Premises Rent			9,750.00
Volunteer Expenses			848.35
Advertising			561.76
GOVERANCE COSTS			
Legal and Professional Fees			742.00
Total Resources Expended		7,401.71	33,137.79
Total Expenditure			40,539.50
NET MOVEMENTS IN FUNDS FOR THE Yr		20,078.29	(17,886.79)
FUNDS MOVEMENT for the YEAR			2,191.50
FUNDS CARRIED FORWARD			n/a
TOTAL FUNDS			2,191.50

BALANCE SHEET AS AT 31ST JANUARY 2021

		y/e 31.12.2021	
		£	£
FIXED ASSETS			-
CURRENT ASSETS			
	Loan Debtors	-	
	Cash in hand & Bank	6,819.50	
			6,819.50
CURRENT LIABILITIES			
	Short term Creditors	4,628.00	
NET CURRENT ASSETS			2,191.50
TOTAL ASSETS LESS CURRENT LIABILITIES			2,191.50
FUND ACCOUNT			2,191.50

ON BEHALF OF THE BOARD
SIGNED:

Signed by

Abraham Traube
Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 JANUARY 2021

1 ACCOUNTING POLICIES

Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention as modified to include the revaluation of land and building with the exception of investments which are included at market value. These financial statements have been prepared in accordance with the Statement of Recommended Practice (SORP),"Accounting and Reporting by Charities" published in Jan 2015.

Charity status

The charity is an unincorporated association. The members of the charity are the trustees named on page 1.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Income tax recoverable in relation to donations received under Gift Aid or deed of covenant is recognised at the time of the donation.

Resources expended

All expenditure is accounted for on a cash basis and has been included under expense categories that aggregate all costs for allocation to activities. Where costs cannot be directly attributed to particular activities they have been allocated on a basis consistent with the use of the resources.

Management and administration costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Going Concern

The accounts have been prepared on a going concern basis as the trustees consider the charity will continue to operate for a period of at least twelve months from the date of the approval of these accounts.

2 NET INCOMING RESOURCES

During the year no trustees received any remuneration, benefits in kind or reimbursement of expenses.

3 GRANTS

The National Lottery Community Fund (Coronavirus Community Support)	£10,000
Comic Relief Covid-19 Community Funding(DCMS)	£4,000
UK Youth Fund - Covid Relief	£13,480
TOTAL	£27,480



"IT IS ESSENTIAL TO HAVE GOOD TOOLS, BUT IT IS ALSO ESSENTIAL THAT THE TOOLS SHOULD BE USED IN THE RIGHT WAY"

— WALLANCE D. WALTER —





TOOLS4TEENS