

STEP UP STAND TALL



YOU CAN DO IT

REPORT OF THE
TRUSTEES AND
UNAUDITED FINANCIAL
STATEMENTS FOR THE
YEAR ENDED 31ST
JANUARY 2025



TOOLS**4**TEENS

Charity Information

Trustees

Abraham Traube
Nicha Feldman
Esther Spizer

Independent

Examiner

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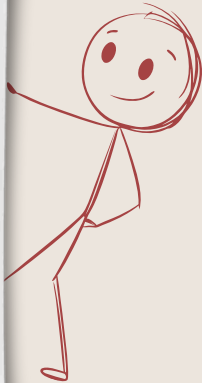
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Background

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"

[WACLAV 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.

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

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.

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 used to hide in the back. Now I’m on stage, telling my story.”
– Malky, 16

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.

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.

“Music used to be my escape. Now it’s my anchor.”
– Julia, 15

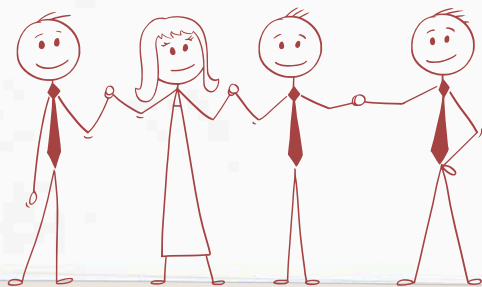
This year, 15 teens completed mock interviews with professionals, and 10 began saving regularly for future goals.

In This Together (Emotional Health Programme)

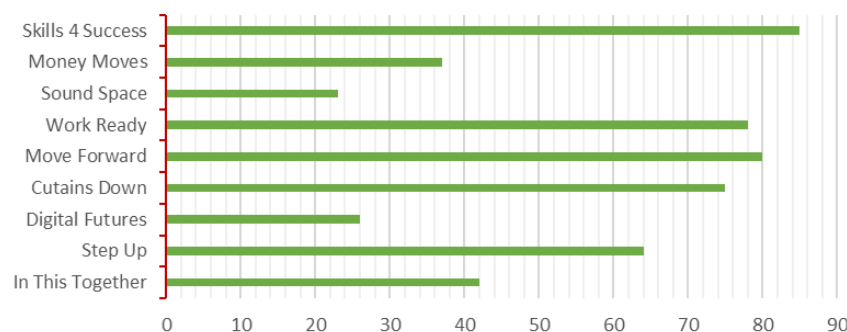
This cornerstone programme expanded to meet rising emotional needs. Weekly peer-led support circles created safe spaces for open conversation, while art-based therapy sessions helped participants explore emotions through painting, collage, and journaling. We also introduced “Quiet Corners” – drop-in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

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.



Participation in Tools 4 Teens Programme 2024/45



Plans for the future



Impact and Evaluation

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.

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 Coordinator 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



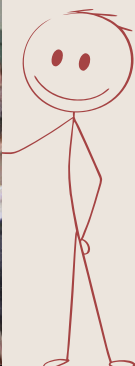
Principle Funding Sources

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.

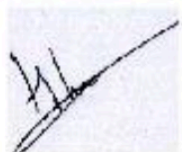
Independent examiner's statement

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				
<u>GRANTS RECEIVED</u>	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		<u>76,841</u>		<u>87,602</u>
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		<u>62,747</u>		<u>95,503</u>
NET MOVEMENTS IN FUNDS FOR THE YR	<u>2,997</u>	<u>11,096</u>	<u>(62,807)</u>	<u>54,907</u>
FUNDS MOVEMENT for the YEAR		<u>14,094</u>		<u>(7,900)</u>
FUNDS CARRIED FORWARD		<u>2,767</u>		<u>10,667</u>
TOTAL FUNDS		<u>16,861</u>		<u>2,767</u>

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

TOOLS 4 TEENS

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