



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1st APRIL 2024 Period start date To 31st MARCH 2025 Period end date

Charity name: ASPIRE 2 Succeed

Charity registration number: 1189026

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	<u>Our purpose</u> We support young people aged 11-19yrs(up to 25 years for those with SEND needs) to raise their aspirations, improve their social and recreational skills, raise academic performance. This should add value to their lives; and make valuable contribution to their wider community.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	During the year we delivered the following main activities: <ul style="list-style-type: none">• Weekly academic after school sessions in Maths, English, Chemistry. Biology, and Physics.• Intense academic support preparation for GCSE exams.• Employment support programme, including CV workshops, and mock interview training.• A programme of Life skills which included money skills in partnership with Nat West Bank.• One-one Mentoring outreach• Pairing senior students with junior students to improve Maths confidence in both groups• Recreational and sporting activities, arts and crafts, trips, eating out during school holiday club• Preparation for work experiences and allocation to work experiences in engineering (Alstom), Pharmacy, Nursery.• Mental well-being sessions and mindfulness

		<p>Public benefit: Trustees confirm they have considered the Charity Commission's guidance on public benefit when planning activities.</p> <hr/> <p>Plans for Future Periods</p> <p>In 2025/26 we plan to:</p> <ul style="list-style-type: none"> • Develop digital skills workshops for jobseekers. • Secure a larger premises to accommodate growing services. • Strengthen partnerships with local primary and schools . • Develop and increase the Post-16 support for young people <hr/>
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	<p>The Board of trustees of Aspire 2 Succeed presents their annual report and accounts for the year ending April 2024 -March 2025. We confirm that we comply with the requirements of the Charities Act 2011 & 2022 for the Charity Commission for England and Wales. This includes the regulations for appointment of trustees.</p> <p>Statement of Responsibilities</p> <p>The trustees are responsible for preparing the annual report and financial statements in accordance with applicable law and United Kingdom accounting standards. They are satisfied the accounts give a true and fair view of the charity's affairs.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
	Para 1.38	

Policy on social investment including program related investment		
Contribution made by volunteers	Para 1.38	<p>We continue to maintain a robust group of professional volunteers. We have struggled to maintain the numbers of the volunteers required to support the activities of the charity this year due to challenges in recruitment. We have made contact with the local University who has assisted us with work experience students and volunteers who are studying on the Youth and Social Care course. We have received 1 x work experience student who is studying for a degree in Psychology. We have attended career fairs to publicise our charity and to recruit more volunteers.</p> <p>All of our Trustees and workers are volunteers and so have other work or educational commitments. We are very fortunate to have dedicated and commitment volunteers who are passionate about the work which we do.</p>
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>Achievements and Performance</p> <p>2024/25 has been a year of growth and challenge. Key highlights include:</p> <ul style="list-style-type: none"> • We supported over 30 young people; • 16 x young people between age 11-16 years 5 of which are Special Needs students • 14x young people are between 16 - 20yrs; 2 of which have Special Educational Needs. • Delivered 10 extracurricular Maths sessions of by a qualified teacher at both KS3 and KS4 levels (increase of 50% since last year)

		<ul style="list-style-type: none"> Delivered 10 extracurricular English sessions at both KS3 and KS4 levels. Delivered 22 extracurricular sessions of Chemistry, Biology, and Physics at both KS3 and KS4 level by qualified teacher (an increase of 30% since last year). Supported 5 young people into 1-week's work experience through our link with a local engineering company. Provided 10 weeks of recreational activities during the school holidays to provides emotional, physical, or mental health is especially powerful. Recreational therapy can help rebuild skills, improve mood, and strengthen social connections. <p>Case study: Ahmed a 16yr old attended our programme for one-one mentoring, academic support and poor communication and interpersonal skills. He was painfully shy. With tailored support, he gained confidence and improved his communication skills with intense support. His interpersonal skills are good and mock interviews training and CV development has helped to prepare him for work experience. He has attended and completed the NHS cadet scheme, and a Pharmacy work experience. Ahmed achieved excellent GCSEs result in August 2025. He achieved: Chemistry- grade 9; Biology -grade8; Physics-grade 8; Maths - grade 8 -Further Maths grade 7 and English grade 6. He is now going to 6th form and aims to take up a career in medicine giving back to others.</p> <p>Challenges encountered:</p> <ul style="list-style-type: none"> Difficulty recruiting qualified teachers who specialise in teaching the core subjects Lack of funds to pay the teachers in the earlier part of the year. Lack of volunteers and trustees
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against	Para 1.41	On meeting our planned objectives and the trustees gives careful considerations to the charity
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objectives set		<p>commissions' public benefit guidance. We have achieved the aims and objectives which we set out last year.</p> <p>Last year we implemented a new programme of holiday activities. The expansion of our activities into the school holiday period have benefited the wider community in that it keeps young people safe, reduces antisocial behaviour, and enhances positive sense of wellness. All activities remains free to all young people. In addition, we provide food and snacks during all activities which gives us an opportunity to continue to ensure that all young people who has free school meals continues to have access to free meals especially during the holidays. It also enables us to support households who are financially struggling with the cost of living. Evaluation from parents/carers and young people have shown that the free holiday activities are an additional benefit to each young person and the community, as most families cannot afford to pay for activities and holidays away.</p>
Performance of fundraising activities against objectives set	Para 1.41	Unfortunately, our planned fundraising events did not achieve our target of raising fund against of our set objectives. We intend to carry this activities over to the next financial year.
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.2.1	Aspire 2 Succeed	
		Income and Expenditure Account for the year ended 31st March 2025	
		2025	
		£	£
		Income	
		Fundraising	1,700
		HAF Winter Youth	400
		Head Office	70
		Mental Well-Being Activities	1,125
		Outreach Mentoring	8,370
		Staff Training	1,200
		Teens Xmas Party	400
		Holiday Activities & Tuition	1,750
		Total Income	15,015
		Expenditure	
		Accreditation	1,342
		Activities	912
		Arts and Crafts	243
		Communication	187
		Consumables	146
		Course Material	3
		Entertainment	13
		Food & Beverages	180
		Insurance	241
		IT	585
		Medical Consumables	29
		Mileage	720
		Printing	378
		Rent	2,559
		Room Hire	213
		Stationery	5
		Storage	979
		Subscriptions	393
		Sundry Expenses	1,061
		Travel	199
		Tutor	552
		Volunteer	109
		Total Expenditure	11,047
		Surplus/(Deficit) for the year	3,968
		Aspire 2 Succeed	
		Balance Sheet as at 31st March 2025	

		2025	2024
		£	£
		Current assets	
		Cash at bank and in hand	<u><u>5,323</u></u>
		Represented by	
		Surplus Income brought forward	1,355
		Surplus/(Deficit) for the year	3,968
		Members' Funds	<u><u>5,323</u></u>
		Approved by committee on xx xxx 2025	
		Carol Campbell - Chair	Trevor Todd - Treasurer
Statement explaining the policy for holding reserves stating why they are held	Para 1.2.2	Not applicable.	
Amount of reserves held	Para 1.2.2	Not applicable.	
Reasons for holding zero reserves	Para 1.2.2	Not applicable.	
Details of fund materially in deficit	Para 1.2.4	Not applicable.	
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.2.3	As at the end of 2024-25 financial year there are no known uncertainties about the charity continuing as a going concern for 2025-26 and beyond.	

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Principal areas of funding are from grants and some fundraising
Investment policy and objectives including any social investment policy adopted	Para 1.46	Not applicable
A description of the principal risks facing the charity	Para 1.46	There are currently no known principal risks facing the charity.
Other		Not applicable

Structure, Governance and Management

<p>Description of charity's trusts:</p>	<p>The charity is constituted under a governing document, being a constitution formally adopted on 20 April 2020 and subsequently registered with the Charity Commission for England and Wales. This document sets out the charity's legal framework, objects, and the powers conferred upon its trustees.</p> <p>The Board of Trustees comprises individuals with substantial local knowledge and professional experience, drawn predominantly from the Derby City area. The composition of the Board demonstrates a deliberate commitment to diversity and representativeness. Trustees range in age from early adulthood (20 years) to over 60 years, and both genders are represented. Furthermore, the ethnic profile of the Board reflects that of the young people and communities served by the charity. In addition, the Board includes trustees with lived experience of mental health challenges and special educational needs, thereby strengthening its capacity to govern with sensitivity to the issues affecting its beneficiaries.</p> <p>The charity's objects are:</p> <ul style="list-style-type: none"> • To assist young people to aspire to reach their potential by providing support and resources to individuals in need. • To advance education and drive - up attainment through training, workshops, and skills development in academic extracurricular sessions • To promote health and wellbeing by offering accessible community services and activities. • To advance social inclusion by supporting people who are marginalised or isolated, helping them to participate fully in community life. <p>The trustees have the power to raise funds, employ staff, acquire and manage property, and carry out any lawful activities necessary to achieve the charity's purposes.</p> <p>The charity's area of benefit is Derby City although services may be provided more</p>
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		widely where appropriate.
Type of governing document (trust deed, royal charter)	Para 1.25	Constituted government document
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	<p>The charity is constituted as a Charitable Incorporated Organisation (CIO). It was established under a constitution adopted on 20 April 2020 and registered with the Charity Commission for England and Wales.</p> <p>As a CIO, the charity has a distinct legal status, meaning it is a corporate body in its own right and can:</p> <ul style="list-style-type: none"> • enter into contracts, • employ staff, • hold property, and • assume liability for its own debts. <p>This structure provides the trustees with limited liability, offering them protection from personal financial responsibility for the charity's obligations, provided they act lawfully and within their duties.</p> <p>The CIO model was chosen to ensure that the organisation benefits from the flexibility of an incorporated body while remaining solely regulated by the Charity Commission. This simplifies reporting requirements and governance processes, enabling trustees to focus on advancing the charity's purposes.</p>
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>Trustees are mainly elected each year at the charity's Annual General Meeting (AGM). The Board can also invite (co-opt) new trustees during the year if particular skills or experience are needed, and these appointments are confirmed at the next AGM.</p> <p>Anyone who is eligible under charity law and willing to serve can be nominated. New trustees are given an induction pack and training to help them understand their responsibilities.</p> <p>This process ensures the Board remains accountable, skilled, and representative of</p>

		<p>the community the charity supports.</p> <p>No external body or named individual holds the right to appoint trustees independently of this process.</p>
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Additional information (optional)

You may choose to include further statements where relevant about:

<p>Policies and procedures adopted for the induction and training of trustees</p>	<p>Para 1.51</p>	<p>A comprehensive set of policies and procedures are developed which underpins the governance of the organisation. We ensure that all volunteers, parents/carers, and young people are aware of our procedures. These policies are accessible on our website and all parents/carers have been given their own copy of the policies and procedures. Day-to-day management is delegated to the Chief Executive, supported by a small staff team and volunteers.</p>
<p>The charity's organisational structure and any wider network with which the charity works</p>	<p>Para 1.51</p>	<p>The organisational structure of a Chair, a Secretary, a Treasurer on the Board of Trustees complies with the constitutional requirement of a Charitable Incorporated Organisation structure. Some trustees all carry a portfolio of responsibilities within their role of trusteeship and all have been DBS cleared. A comprehensive set of policies and procedures are developed which underpins the governance of the organisation. We ensure that all volunteers, parents/carers, and young people are aware of our procedures. These policies are accessible on our website and all parents/carers have been given their own copy of the policies and procedures. Day-to-day management is delegated to the Chief Executive, supported by a small staff team and volunteers.</p> <p><u>Links with External Groups</u> We continue to develop our links with the community, local community groups such as Derby City Council Local Neighbourhood Partnership Group, and Safer Neighbourhood Police. The local Police Community Support Officers' and the NHS Drug and Alcohol Awareness.</p> <p>We have strong links with local engineering companies who provides work experience for our students e.g. Alstom, Rolls Royce, Royal Derby Hospital, local Pharmacies.</p>

Relationship with any related parties	Para 1.51	Derby Children and Young People Network Community Action (Derby) provides the opportunity for us to develop links with other youth groups in Derbyshire. Relationship with the National Youth Agency (NatWest bank) provides us with free resources and training. Barclay Skills forum also provides students with online skills and advice for teachers, parents/carers, and young people.
Other		

Reference and Administrative details

Charity name	ASPIRE 2 Succeed
Other name the charity uses	N/A
Registered charity number	1189026
Charity's principal address	Marble Hall 80 Nightingale Road Allenton Derby DE24 8BF

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Carol Campbell	Chair/Safeguarding lead, CEO Programme lead, Mentor programme Academic lead	2020 - Present	Trustees
2	Albert Pinnock	Website development	2023 - March 2025	Trustees
3	Steven Blackwood	Treasurer	April 2024 -15 October 2024	Trustees
4	Julie Keou	Treasurer	October 2024-January 2025	Trustees
5	Dr Keerthi Devendra		October 2024-Present	Trustees
6	Raghu Mohandas		October 2024 -Present	Trustees
7	Roshni Saroi	Junior Trustee/Secretary	April 2024 -Nov 2024	Trustees
8	Odeen Clarke	Deputy Safeguarding Lead	October 2024 -Present	Trustees
9	Deborah Freeman	Marketing	October 2024 -January 2025	Trustees
10	Trevor Todd	Treasurer	Feb 2025 to Present	Trustees
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

C A Campbell

Full name(s)

Carol Campbell

Position (eg Secretary,
Chair, etc)

Chair

Date

26/8/2025