



@The Rock

Trustees' Report and Accounts

Period from 30 July 2020 to 31 August 2021

Trustees' Report

Administrative Information

@The Rock was established as a Charitable Incorporated Organisation and registered with the Charity Commission as Charity Number 1190651 on 30 July 2020. Its correspondence address is The Rock, St. Peter's Church, Tewkesbury Road, Cheltenham, GL51 9AH

The Trustees who have served since 30 July 2020 until the date this report was approved are:

	<i>Name</i>	<i>Date appointed</i>	<i>Date resigned</i>
<i>Chairman:</i>	Mr A Bruckland	30 July 2020	-
<i>Treasurer:</i>	Mr J Daykin	30 July 2020	-
<i>Other Trustees:</i>	Mr D Wallace	30 July 2020	-
	Mr T O'Leary	30 July 2020	-
	Ms M Belcher	10 May 2021	-
	Ms G Stevens	10 May 2021	-
	Ms H Goodall	20 May 2021	-
	Rev P Andrew	20 May 2021	-

Structure, Governance and Management

The Board of Trustees meets approximately every two months to oversee the organisation, with more regular oversight of the finances being undertaken by the Treasurer, Mr J Daykin and the Safeguarding Trustee role undertaken by Ms G Stevens. The Trustees have met and been in communication more frequently in the Covid crisis to ensure The Rock could be agile in the fast-changing situation. The Rock is grateful to the National Youth Agency for its guidance through the ongoing Covid crisis.

Day to day running of the trust is delegated to the Operations Director and Head of Education, Mr A Macaulay.

Overview

In 2020, the Rock marked 10 years of transformational youth work projects. Looking to the future, the Trustees decided that it was most appropriate to change the charity's legal entity into a Charitable Incorporated Organisation, believing this would provide the best framework for future developments. The switch of operations to the new entity was completed in June 2021 and these are the first set of accounts for the new CIO (Charity Number 1190651, Registered Company CE022716). The Rock is focusing on its next strategic plan to further develop transforming and sustainable support for young people, their families and communities in this increasingly challenging environment.

The Trustees would like to record their thanks to all those who served as trustees of the previous charity prior to the conversion to a CIO, including, in particular Gemma Hargraves and Naomi Belton who served during the year ended 31 August 2021.

As the Rock CIO was established with effect from 30 July 2020, these accounts cover the period from 30 July 2020 to 31 August 2021, although it should be noted that the first financial transaction by the Rock CIO occurred on 1 June 2021, so in effect the financial statements cover a three-month period of activity.

Objectives

To act as a resource for children and young people especially the marginalised, dis-enfranchised and excluded; and the residents of Gloucestershire, in particular (but without limitation), the residents of the Cheltenham Borough Council wards of St Peter's, St Paul's and Swindon Village (as those wards constituted on 31 March 2020); by providing advice and assistance and by organising programmes of physical, educational and other activities as a means of:

- A) Advancing in life by virtue of developing skills, capabilities and capacities which will enable them to participate in society as independent, mature and responsible individuals;
- B) Advancing education;
- C) Relieving unemployment through the development of transferable skills to better equip them for future employment;
- D) Providing recreational and leisure time activity in the interests of social welfare for people living in the area who have need by reason of their youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- E) Advancing the Christian religion.

Activities Overview (September 2020-August 2021)

The Rock combines daytime Educational Support with leisure time Community Youth Work and wider Community Engagement. This opportunity for referred support and optional involvement by young people ensures a wide range of engagement and opportunity for sustained support. The Rock has had to work flexibly within the Government and National Youth Agency Covid regulations and guidelines, but has been able to provide sustained support (in person and remote) throughout the 2020-21 period. There was an increased focus on supporting individual and small groups of young people through the Covid crisis, this support was vital for young people's wellbeing and purpose. We worked with 312 young people. Although this is fewer young people than in previous years it represents a huge benefit at such a time of need. The trend for 2021-22 is returning to previous higher levels.

Youth & Community Work Review

I. Schools Work (Re-engagement)

Total Individual Participants: 98 young people

Secondary Support

A key focus of our secondary support was supporting vulnerable young people. Often The Rock was the only organisation able to support the young people coping with the many pressures through Covid. Activities such as mountain biking and accessing outdoor skateparks were a key part of our provision, providing challenge and supporting health and wellbeing. Our work continued to be flexible, including helping one student to complete their GCSE assessments at The Rock as this was not possible at school. 7 young people achieved their QLS 2 in Mountain Bike Mechanics. The learning areas of 'participating in positive activities', 'developing skills' and 'having a sense of purpose and direction' were the strongest outcome areas (with all young people reporting improvement in those areas). The support from youth workers was rated at 4.9/5 and activities were rated as 5/5.

Primary Support

Our primary support focused on small group work, building resilience ahead of the move to secondary school. There was an increased focus on young people's awareness of emotions and steps they could take to support their own wellbeing. Young people reported that they developed most in 'working with others' and 'coping with problems'.

Schools Work Feedback:

'It honestly has made the world of difference and he went from having so many worries and being really scared to having some confidence and starting [secondary] school without the worry he originally had.' (Parent)

'[The Rock] 'Provided an alternative educational space for a very complicated and hard to engage young person' (School Staff)

'I love all that we listen to each other and respect each other' (Young Person)

'It's fun, it helps you communicate and respect others.' (Young Person)

2. Community Youth Work

Total Individual Participants: 210

Projects:

Space 51 (School Y8-11), Tuesday Night Transition (School Y5-Y7), Scoot And Skate (School Y6-Y11) Archery Club (Y6 –Y11) Detached Youth Work, Activate Holiday Project.

Zoom online support groups, Social Media supportive content.

Community Youth Work Key Developments:

New developments have included the changing of format at TNT to ongoing six-week activity projects such as Circus Skills and Multi Sports. This is to give more of a feeling of working on a progressive project and developing engagement from the groups. We have focused on engaging with younger ages, starting TNT at School Y5, giving more opportunity to build relationship before the move to secondary school. Our Activate holiday sessions were more extensive again this year, including taking our mobile skate ramps out into the community and providing a day trip and young leaders team building day.

A detached youth work project has started as a partnership with various churches including St Matthew's & The Minster, St Paul's and Trinity Cheltenham and PSALMS (now Sportily). This project expanded to support St Paul's outreach football project in the summer holidays.

Community Youth Work Impact

The sessions continue to be a vital benefit for social interaction and engaging with others specifically face to face. TNT continues to serve its purpose really well of supporting the transitional years. The sessions offer a unique balanced mix of encouraging the development of skills and providing a safe space to be, talk, socialise and take up further activities. Young People really do grow and flourish over the time they regularly attend evening / community sessions. It has been really encouraging to see the growth in confidence and skills, through projects such as Archery and Scoot And Skate. The young people continue to communicate how important it is to have a space where they can support one another, even those who are undertaking apprenticeships or higher education. Additionally, Activate Holiday Projects have continued play a vital role of engaging with new young people and encouraging their long-term involvement.

Community Youth Work Feedback

Comments from group members on what they gained include:

'I learnt a game I've never heard of', 'better teamwork', 'confidence and how to work in a team', 'how to socialise with others', 'how to keep going when it's hard', 'how to skate'

'From the moment 'P' started to come to the youth club it has been beneficial to him, it was great as we were new to this side of town and he didn't know anyone so it was good to meet local kids outside of school.' (Parent)

'The club and then the Youth Volunteer work 'J' has been able to get involved with has been invaluable in showing him all the different things you can do and the people you can meet. On a personal level for us both I know he has found it useful to have a safe space to share some difficult experiences. (Parent)

3. Community Engagement

Total Individual Participants in Activities: 48

Total Households Supported (including food support): 58

Community Engagement Activities:

Primary Activity Club, Holiday Hunger Lunch Club, Online Community Cooking Courses, Household Food Support

Community Engagement Developments

This year our community work has continued to be a rollercoaster. We have delivered food to some of the most deprived families in our community. We had a very exciting Christmas and worked closely with Family Space and Trinity Cheltenham to fund, plan, cook and deliver 40 lavish Christmas meals. We worked with The Sober Parrot Café to professionally cook and package the meals. Provision of these meals enabled families who otherwise might not have managed to enjoy a Christmas meal did so. Our Online Community Cooking Course, supported by Tesco, saw over 20 households learn to make nutritious and cost effective meals.

During the summer, we had the privilege of working with Feedcheltenham and Family Space (within the Holiday Activity Fund) to distribute fruit bags and pantry essentials to 28 families a week for whom the extra cost of feeding their children over the summer would have caused financial struggles.

Community Engagement Feedback:

'WOW! this is crazy I'm overwhelmed with all the things I have received from you! Thank you so much.' (Parent)

'We had a great Christmas we won't ever forget, when we thought we wouldn't be able to afford anything. So thank you A LOT from me and my boys.' (Parent)

'The Rock is community, family, Godly, supporting, transforming, chances, opportunities, new challenges' (Strategy Questionnaire Response)

'They have supported my need when I felt down and low they did not judge but helped. As a parent it is great to have a place for my kids that also cares for me.' (Parent)

Volunteers

The ongoing uncertainty over Covid and moving to a more focused model of delivery (to reduce risks of transmission) has sadly limited the involvement of volunteers in 2020-21. We still worked with 13 regular volunteers who made a huge contribution and 8 young leaders. It has been really encouraging to see volunteers and student placements building again in 2021-22, especially exciting has been renewed enthusiasm for young leadership within young people.

Staffing

The Rock has had a total of 12 employees during this year. The Rock did not use furlough during our 2020-21 financial year, but ensured we had as strong a team as possible to support young people. Congratulations go to Becca Coulton who passed her Youth Work Degree with a First. We are delighted that Becca is still working at The Rock. Sharon Macaulay has moved on from The Rock to train as a teacher, we are very grateful to her for over 6 years of faithful service! We welcomed Tracy Scott as our new Project Administrator. Massive gratitude goes to the team for remaining positive and responsive in such challenging and uncertain times.

Public Benefit

The Trustees are aware of and consider the need to provide a demonstrable public benefit to honour the Rock's charitable status. The programmes and facilities offered will continue to develop more self-confident, capable and resilient young people for the benefit of themselves and the wider community. The Rock's services are open to all young people in the area, with special consideration for the most disadvantaged (evidenced by activities being very low cost or free). The Trustees

@The Rock – Charity Registration Number: 1190651

Trustees' Report and Accounts Period Ended 31 August 2021

believe that this policy of openness, coupled with genuine commitment to young people and our strong partnerships with community groups, schools, churches and public agencies enriches our society to the benefit of all. The Rock's flexibility and dedication to provide valuable support through the Covid Crisis is evidence of this commitment to public benefit.

Impact of COVID-19 Pandemic

The Rock's approach has been to remain committed to responsibly supporting young people and their households who have been impacted in so many ways by the Covid pandemic. The Rock has worked within Government and National Youth Agency regulations and guidelines throughout, as well as adapting to individual school requirements. There has been a particular focus on smaller groups and working with the most vulnerable. This meant that some of our larger scale events or projects could not go ahead this year (for example retreat days). At times certain aspects of our work had to be paused due to lockdown restrictions, and where appropriate the support has moved to remote support. The Rock is very grateful to have been able to secure Covid related grants to enable it to confidently provide this ongoing support.

The Rock continues to be adaptable and resilient in its work. Areas such as digital media have been strengthened, whilst we continue to work with partners to develop responsive systems which support households facing extreme financial challenges. The long-term impact on young people's socialisation, education and wellbeing will mean The Rock's support will be even more crucial in the years to come.

Financial Review

The accounts reveal a surplus of £151,489 of which £104,997 relates to a transfer of reserves from the previous Rock Charity (Registered Charity 1126131). The operational surplus of £46,492, is a very positive outcome. It is principally the result of the receipt of a one-off donation of £49,307 in June 2021.

Reserves Policy

It is the policy of the Trust to maintain general reserves at a level which will enable it to securely plan its programme for young people. This is estimated to be equivalent to six months' operating costs, this year we have been able to achieve this target.

This is the first time The Rock has achieved reserves of 6 months or more running costs. These reserves are especially important in such uncertain times for youth work, with local educational reorganisation and widespread pressure on funding. The level of reserves has allowed The Rock to remain committed to investing in a consistent youth work team, and to sustaining all its community youth work projects in 2021-22 and even offering free sessions targeted around the transition to secondary school.

Risk Management

The Trustees recognise that there is a variety of risk inherent in the activities of the charity and have implemented a risk management policy in order to help minimise the risks. The key areas of risk identified by the charity are finance, property, staffing, safety and safeguarding. The Trustees have implemented policies and procedures that they consider are appropriate for the management of these risks. During this period of Covid pandemic, the Trustees have also met more frequently to monitor, and be able to make agile decisions in relation to, the organisational, operational, health and wellbeing risks posed by Covid.

Approved by the Trustees on
and signed on its behalf by



- Trustee

ANDREW BRUCKMAN

Independent examiner's report to the trustees of @The Rock

I report to the Trustees on my examination of the accounts of @The Rock ("the charity") for the period ended 31 August 2021.

Respective responsibilities of trustees and examiner

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

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

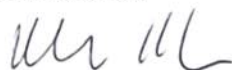
Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:



Name:

KEVIN HOLMES

Professional Qualification or membership of professional bodies (if any):

FCA

Address:

29 CLEEVE MOUNT ROAD, CHELTENHAM.

Dated:

17 MARCH 2022

Statement of financial activities

For the period 30 July 2020 to 31 August 2021

	Notes	General Funds	Restricted Funds	2021
Incoming Resources				
Transfer from @ The Rock		89,822	15,175	104,997
Donations and Legacies	1	60,310	19,217	79,527
Other Trading Activities		1,453	0	1,453
Income from Charitable Activities	2	17,196	0	17,196
Total Incoming Resources		168,781	34,392	203,173
Outgoing Resources				
Expenditure on Raising Funds	3	2,310	0	2,310
Expenditure on Charitable Activities	4	42,146	7,228	49,374
Total Outgoing Resources		44,456	7,228	51,684
Net Incoming Resources		124,325	27,164	151,489
Funds carried forward 31 August 2021		124,324	27,164	151,489


The Transfer from @ The Rock represents the monies held by the former Rock charity (Charity Registration Number: 1126131) which were transferred to the Rock CIO (Charity Number 1190651, Registered Company CE022716).

Balance Sheet

As at 31 August 2021

	Notes	2021
Tangible Fixed Assets	6	0
Cash at bank and in hand		145,298
Debtors and prepayments	7	9,729
Total Current Assets		155,027
Creditors: Amounts falling due within one year	8	(3,538)
Net current assets		151,489
Total assets less current liabilities		151,489
Net Assets	9	151,489
Restricted Funds	10	27,164
General Funds (unrestricted)		124,325
Reserves		151,489

Approved by the Trustees on
and signed on its behalf by

 - Trustee
ANDREW BRUCKLAND

Accounting policies

For the period 30 July 2020 to 31 August 2021

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

The Rock meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

The principal accounting policies adopted are as follows:

Basis of accounting

The financial statements are prepared under the historical cost convention, modified to include the revaluation of investments. There has been no change in the accounting policies (valuation rules and methods of accounting) since last year.

Incoming resources

Donations are recognised when received. Legacies are recognised when there is reasonable certainty as to both entitlement and amount. Grants are generally included in the financial statements when received, to ensure that there is reasonable certainty as to both entitlement and amount. However, in cases where the grant relates to a specific project, it is recognised when the project expenditure takes place. Interest and dividends are included in the financial statements when received. Contractual income is recognised once the contracted services have been delivered.

Resources expended

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of the resources.

Depreciation

Depreciation on equipment is calculated on a straight-line basis at annual rates estimated to write off the assets over their respective expected useful lives, as follows:

Office, IT & AV equipment	3 years	Telephone equipment	3 years
Vehicles	3 years	Office furniture	3 years
Skate park equipment	5 years	Property improvements	5 years

Small items are expensed rather than held as an asset and depreciated on the grounds of materiality.

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 1

Donations and legacies

	2021		
	Unrestricted	Restricted	Total
Active Gloucestershire	-	3,000	3,000
Cheltenham Borough Council	-	1,800	1,800
Cheltenham Deanery Churches*	1,625	-	1,625
Feed Cheltenham	-	2,080	2,080
Gloucestershire Police & Crime Commissioner	-	1,250	1,250
Julia and Hans Rausing Trust	49,307	-	49,307
Lennox Hannay Trust	1,000	-	1,000
Philpot Discretionary Trusts	2,182	-	2,182
Rotary Club of Cheltenham	100	-	100
Summerfield Charitable Trust	-	5,337	5,337
Sylvanus Lysons	-	3,750	3,750
Woodroffe Benton	-	2,000	2,000
Other grants & donations	6,096	-	6,096
Grants, donations & legacies	60,310	19,217	79,527

*This is made up of gifts from a number of different churches in Cheltenham.

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 2

Income from charitable Activities

2021

Youth support services

17,196

Income from charitable activities

17,196

Note 3

Expenditure on generating funds

2021

Fundraising staff costs

2,256

Fundraising costs

54

Expenditure on generating funds

2,310

Note 4

Charitable Expenditure

2021

Staff Costs

39,694

Operating Costs: Depreciation

Other

7,492

Premises Costs: Depreciation

Other

2,188

Charitable expenditure

49,374

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 5

Employees

Costs of employees

	2021
Employee costs for the year	41,950
salaries and stipends	36,713
social security costs	2,835
pension costs	1,074
other staff costs	1,328
Number of employees (as at 31 August)	number
Employees	11
Full time	4
Part time	7

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 6

Tangible Fixed Assets	Skate Park	Equipment	Vehicles	Total
Cost or valuation:				
Transferred in at book cost	42,550	34,696	43,715	120,961
Additions	-	-	-	-
Disposals	-	-	-	-
As at 31 August 2021	42,550	34,696	43,715	120,961
Depreciation:				
Transferred in depreciation	42,550	34,696	43,715	120,961
Charge for the year	-	-	-	-
Disposals	-	-	-	-
As at 31 August 2021	42,550	34,696	43,715	120,961
Net Book Value:				
As at 31 August 2021	-	-	-	-

All tangible assets had been fully depreciated prior to the transfer from the Rock (Charity Number 1126131). No fixed assets (of material value) have been acquired during the period.

The Rock is in discussions with the Landlord (Gloucester Diocesan Board of Finance) to finalise a longer-term lease on the premises from which The Rock operates.

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 7

Debtors and prepayments

2021

Monies due from the Rock*	6,921
Trade Debtors	964
HMRC – Gift Aid Outstanding	1,844
Total	9,729

Note 8

Creditors due within one year

2021

Trade creditors	1,599
Taxation and social security	1,939
Creditors due within one year	3,538

*This represents the balance of monies held by the former Rock charity (Charity Registration Number: 1126131) which were transferred shortly after 31 August 2021.

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 9

Analysis of net assets by fund:

Funds at 31 August 2021 are represented by:

	General Funds	Restricted Funds	Total
Current assets	127,863	27,164	155,027
Creditors	(3,538)	-	(3,538)
Net Assets as at 31 August 2021	124,325	27,164	151,489

Note 10

Restricted funds

	Transferred from the Rock	Incoming Resources	Resources Expended	Balance at 31 Aug 2021
Grants to fund staff positions	-	6,800	(4,737)	2,063
Grants to fund specific projects	15,175	12,417	(2,491)	25,101
Total	15,175	19,127	(7,228)	27,164

Restricted funds may only be used for the purposes for which the money was originally gifted or bequeathed to the Trust.

Grants to fund staff positions are restricted to funding staff costs including salaries, related payroll costs and other staff related costs including training, CRB checks etc

Grants for specific projects include Bike Project, Cooking Club and Faith Development. These grants may meet all project-related costs including staffing costs.

The Rock CIO had no assets as at the beginning of the period, but received a transfer of reserves from the previous Rock charity during the period. The effective date of transfer between the two entities was 1 June 2020.

Notes to the accounts

For the period 30 July 2020 to 31 August 2021

Note 11

Costs reimbursed to Trustees

During the year, no expenses were reimbursed to the Trustees.

Note 12

Donations from Trustees

During the year, donations totalling £588 were received from the Trustees.

Note 13

Total paid to key management personnel

The total paid to key management personnel during the year was £8,777. The key management personnel were as follows:

Operations Director and Head of Education – Mr A Macaulay