



**The
ROCK**
Transforming Lives

@The Rock

Trustees' Report and Accounts

Year Ended 31 August 2024



Charity Registration Number: 1190651

Trustees' Report: Year to 31 August 2024

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 between 1 September 2023 and the date this report was approved are:

	<i>Name</i>	<i>Date appointed</i>	<i>Date resigned</i>
<i>Chair:</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	26 July 2024
	Ms M Belcher	10 May 2021	-
	Ms H Goodall	20 May 2021	-
	Rev P Andrew	20 May 2021	12 November 2024
	Mr A Legge	11 July 2023	1 October 2024
	Ms G Madle	2 July 2024	-
	Ms A Phillips	18 September 2024	-

Structure, Governance and Management

The Board of Trustees meets 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 H Goodall, who has also undertaken the role of staff liaison Trustee. Enormous thanks go to Mr David Wallace, Mr Adam Legge and Rev Phil Andrew, who have all stepped down as Trustees, for their commitment and service to the Rock.

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



Overview

This has been a year of continued development as The Rock flexes to meet increased need amongst young people. We have worked with over 1,000 young people this year, more than ever! The Rock was nominated for a number of awards at The No Child Left Behind Awards in 2024, winning the #futureleaders Award for our young leadership programme. The Rock is continuing to innovate, in order to connect effectively with young people. Development projects include expanded detached youth work with Cheltenham Borough Council and in-school group work. Increasingly, The Rock has focused on developing partnerships with other agencies.

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

The Rock combines daytime Educational Support with leisure time Community Youth Work and wider Community Engagement. This combination of referred support and optional involvement by young people ensures a wide range of engagement and the opportunity for sustained support. The Rock's work is increasingly valuable in providing an experience of community amidst rising levels of isolation and mental health challenges. Whilst having an excellent central hub, The Rock is increasingly engaging flexibly off-site to meet local need.



Youth & Community Work Review

I. Schools Work (Re-engagement)

Total Individual Participants: 523

Schools Work Activities & Developments:

- Support for ages 6-11 and 11-16;
- Working with a total of 18 schools;
- Group work and one-to-one sessions;
- Focus on Social Emotional and Mental Health needs of young people;
- Sessions combine inspiring activities (e.g.: bike mechanics, cooking, sports, scoot and skate, art, team building, Lego) and sustained youth work support;
- Areas of support have included: anxiety, non-attendance, transition to secondary school, trauma, family relationships, romantic relationships, bullying, online safety, positive relationships with school staff / professionals, drugs use.

Schools Work Key Developments

- Primary-secondary transition support has included in-school reflective/ prayer space work;
- Group work now includes role play games to encourage collaboration;
- Community volunteering projects and community garden projects encourage a sense of wider purpose and the benefit of outdoors.



Schools Work Outcomes & feedback

- 47 young people achieved Rock Awards;
- Schools rated support for young people as 4.9/5 and communication as 5/5;
- 97.3% of primary young people reported improvement in working with others and getting involved in new activities;
- 92% of secondary young people reported improvement in learning new skills;
- 'They are always looking at ways in which to help support our students including supporting parents, liaising with social workers and ourselves. They work on building relationships and go above and beyond to support our students even when at their most challenging. Our students have benefited from learning new skills, being able to socially interact with others and achieve qualifications ready for when they leave school.' (school staff);
- [My young person gained] 'Independence, a lot more self-confidence and socialising' (Parent);
- 'it's a calming place to be' (young person);
- Coping with challenges, better cooking and opening up to people' (young person);
- Example of impact: A young person, not attending school due to a violent incident was supported over many months eventually to be able to access a college course in engineering.



2. Community Youth Work

Our open-access youth work continues to be fundamental to The Rock's work. The culture of acceptance and encouragement that is set by both team and young leaders is crucial in enabling the sessions to be successful and to support so many young people.

Total Individual Participants 591

Community Youth Work Activities Undertaken

- Age specific youth clubs TNT & Space 51, supporting transition from primary-secondary school and transition to education, employment and training;
- Activity focused groups Archery and Scoot & Skate;
- Primary-aged cooking club;
- “Elevate” primary-secondary transition group;
- Detached youth work expanded significantly with Cheltenham Borough Council grant;
- Young leadership programme, including young leaders residential;
- Holiday activities (through HAF scheme);
- Issues supported included: mental health, healthy relationships, school and positive relationships with teachers, health, supporting family, friendships, family break up, vaping, drugs, out of school activities, online safety, improvements to local areas, personal safety.



Community Youth Work Developments

- Elevate community group successfully relocated to the Oasis Centre, supporting transition to secondary school;
- Young leaders programme wins No Child Left Behind #futureleaders award;
- Detached youth work significantly expanded with Cheltenham Borough Council grant.

Community Youth Work Outcomes & Feedback

84 young people from our community youth work received awards for achievement or progress;

Over 71 % of young people rated the support of youth workers as 5 out 5;

93% of young people reported improving in working with others;

Young People's Feedback on what they gained:

“My archery form is improving, and I'm gaining a little more confidence.”

“I have got better at communicating with others; now it's given me the confidence to start conversations with people.”

‘Experiencing friendship, loads of new games and activities, skills for life relating to society.’

‘My cooking skills have improved, I didn't even know how to cook’

‘How to cope more with others and make new friends along the way.’

“resilience”

“confidence”

‘The ability to lead conversations with large groups of people.’ (young leader)

3. Community Engagement

The Rock recognises that whilst our work focuses on young people, their families and communities play a key role in their welfare and flourishing. Our model is to encourage young people to play an active part in contributing to their local community, wherever possible.

Ongoing Community Engagement Activities

- Spokes Bike workshop, providing employability training for local young people and affordable bike repairs and sales for the local community;
- Support for parents, including wellbeing, hints on supporting young people and vouchers to help with financial crises;
- Pantry run by Fresh Hope based at The Rock, providing food support and sustained encouragement and advice.

Outcomes

- 39 households had bikes serviced/ repaired through Spokes bike workshop;
- Over 60 families supported through Fresh Hope's Pantry.



Volunteers

A huge thank you to our amazing volunteer teams who contribute so much to young people.

- This year 21 adult volunteers and 15 young volunteers were part of our team;
- Positive improvements on recruitment with Go Volunteer Glos;
- Continued strong links with Education Studies course at the University of Gloucestershire;
- Continued investment in training, including archery instructors' course and first aid training.

'Since I've been volunteering at the Rock for a year, my ability to lead, communicate, work with others, and solve problems has grown stronger. It's given me real-life experience I wouldn't have had otherwise and shown me and allowed me to see a career path I didn't know was there.' (volunteer)

Staffing

- A total of 15 employees across the year (4 full-time);
- Full-time equivalent 7.7 employees;
- Staffing has remained very stable, with only one youth worker moving on to another role;
- Staff training has included: Safeguarding, First Aid, food hygiene, Level 3 Child Protection, mindfulness and emotional literacy, autism, mentoring, cyber security, critical incidents;
- One member of the team undertaking (and excelling) in Level 3 Apprenticeship in Youth Support.



Wider Support for Youth Work

- Andy Macaulay continued in the interim role of Cheltenham Deanery Youth Connector, supporting Christian faith-inspired youth work across the Cheltenham area including regular meetings with local church-based Youth Workers and supporting the 'Fabric' Youth Worship Nights.
- Vehicles, buildings and other equipment continues to be borrowed by other youth and community organisations.

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 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.



Financial Review

The accounts show a deficit of £44,787 (this includes £14,120 depreciation on our minibus). Grant funding was below budget this year, partly due to the timing of receiving grants. Staffing costs increased this year, mainly due to higher numbers of sessional-staffed hours to meet increased need, in addition to wage rises, responding to cost of living pressures. The Rock has taken action to review staffing costs and continues to do so whilst seeking to maintain pay rates at no less than the Real Living Wage. The Trustees seek to balance the need for a skilled and sustainable workforce and the continuity of provision for young people with continued funding pressures.

We are very grateful for all the individuals and funders who have supported our work. We are particularly appreciative of committed ongoing financial support, as it is clear that the environment for canvassing and receiving grants and other funding has become much more challenging, not least because of the much-discussed inflationary pressures.

During the year we saw strong growth in the income from educational support, continuing the trend from 2022/23. However, we have seen a reversal of this trend in the current 2024/25 year due to funding challenges for schools, although the need remains high and is increasing. We are exploring diverse models in order to meet the increasing needs of young people in effective and sustainable ways.

Reserves Policy

We have chosen, in these challenging financial times, to use some of our reserves to ensure the continuity of support for young people, continuing our long-term commitment in our 14th year of active delivery (formally as @The Rock, a Charitable Trust),

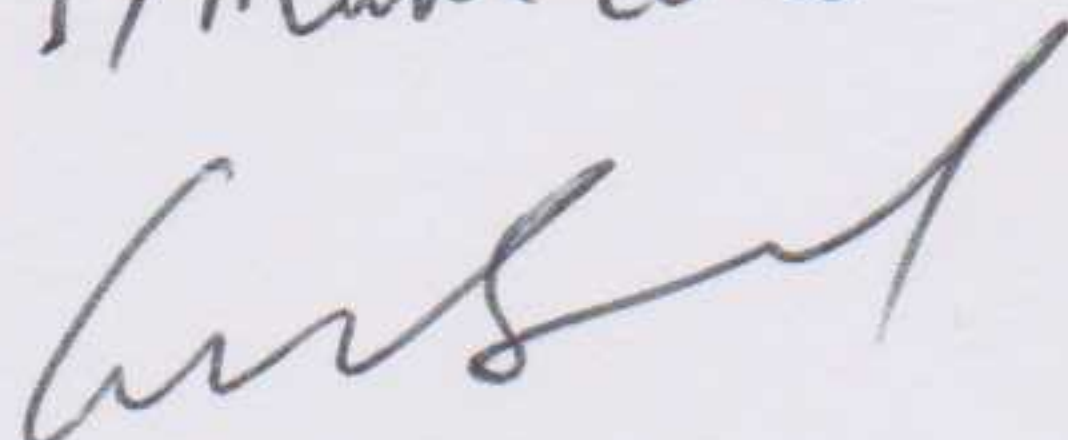
It is the policy of the Charity to maintain general reserves at a level which will enable it to securely plan its programme for young people. This is estimated to be equivalent to six months' operating costs. As at 31 August 2024, the Rock had total reserves of £86,151 (including £20,820 of restricted funds) with estimated six-month running costs in 2024/25 of £150,000. Therefore, the reserves are below the targeted level, but use of the 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 through 2023/24.

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 to help minimise the risks. The key areas of risk identified by the charity are finance, property, staffing, safety, cyber security and safeguarding. The Trustees have implemented policies and procedures that they consider are appropriate for the management of these risks.

Approved by the Trustees on
and signed on their behalf by

19 March 2025



- Trustee

ANDREW BRUCKLAND

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 Trust") for the year ended 31 August 2024.

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):

ICAEW

Address: 14 BOANCERS LANE, CHELTENHAM

Dated: 25 MARCH 2025

Statement of financial activities

For the year ended 31 August 2024

	Notes	General Funds	Restricted Funds	2024	2023
Incoming Resources					
Donations and Legacies	1	60,148	33,032	93,180	87,241
Other Trading Activities		17,862	-	17,862	12,331
Income from Charitable Activities	2	149,147	-	149,147	117,895
Total Incoming Resources		227,157	33,032	260,189	217,467
Outgoing Resources					
Expenditure on Raising Funds	3	11,571	-	11,571	10,267
Expenditure on Charitable Activities	4	245,400	48,005	293,405	251,840
Total Outgoing Resources		256,971	48,005	304,976	262,107
Net Incoming Resources		(29,814)	(14,973)	(44,787)	(44,640)
Funds brought forward 31 August 2023		95,145	35,793	130,938	175,578
Funds carried forward 31 August 2024		65,331	20,820	86,151	130,938

Balance Sheet

As at 31 August 2024

	Notes	2024	2023
Tangible Fixed Assets	6	7,060	21,180
Cash at bank and in hand		83,193	126,965
Debtors and prepayments	7	6,003	5,321
Total Current Assets		89,196	132,286
Creditors: Amounts falling due within one year	8	(10,105)	(22,528)
Net current assets		79,091	109,758
Total assets less current liabilities		86,151	130,938
Net Assets	9	86,151	130,938
Restricted Funds	10	20,820	35,793
General Funds (unrestricted)		65,331	95,145
Reserves		86,151	130,938

Approved by the Trustees on 19 March 2025
and signed on its behalf by



- Trustee

ANDREW BRUCKLAND

Accounting policies

For the year to 31 August 2024

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 year ended 31 August 2024

Note 1

Donations and legacies

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
Grants, donations & legacies	60,148	33,032	93,180	23,052	64,189	87,241

Note 2

Income from charitable activities

	2024	2023
Youth support services	149,147	117,894
Income from charitable activities	149,147	117,894

Note 3

Expenditure on generating funds

	2024	2023
Fundraising staff costs	11,043	10,052
Fundraising costs	528	216
Expenditure on generating funds	11,571	10,268

Note 4

Charitable expenditure

	2024	2023
Staff costs	217,438	178,373
Operating costs: Depreciation	14,120	14,120
Other	42,861	43,796
Premises costs: Depreciation	-	-
Other	18,986	15,551
Charitable expenditure	293,405	251,840

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 year ended 31 August 2024

Note 5

Employees

Costs of employees

	2024	2023
Employee costs for the year	228,482	188,424
salaries and stipends	200,970	166,814
social security costs	16,471	12,489
pension costs	5,957	4,407
other staff costs	5,084	4,714
Number of employees (as at 31 August)		
Employees	14	15
Full time	4	4
Part time	10	11

Notes to the accounts

For the year ended 31 August 2024

Note 6

Tangible fixed assets	Skate Park	Equipment	Vehicles	Total
Cost or valuation:				
As at 31 August 2023	42,550	32,764	71,981	147,295
Disposals	-	(1,707)	-	(1,707)
As at 31 August 2024	42,550	31,057	71,981	145,588
Depreciation:				
As at 31 August 2023	42,550	32,764	50,801	126,115
Charge for the year	-	-	14,120	14,120
Disposals	-	(1,707)	-	(1,707)
As at 31 August 2024	42,550	31,057	64,921	138,528
Net book value:				
As at 31 August 2023	-	-	21,180	21,180
As at 31 August 2024	-	-	7,060	7,060

Notes to the accounts

For the year ended 31 August 2024

Note 7

Debtors and prepayments	2024	2023
Trade debtors	1,792	1,740
Prepaid expenses	4,211	3,581
Total	6,003	5,321

Note 8

Creditors due within one year	2024	2023
Trade creditors	5,578	20,039
Taxation and social security	4,527	2,489
Creditors due within one year	10,105	22,528

Notes to the accounts

For the year ended 31 August 2024

Note 9

Analysis of net assets by fund:

Funds at 31 August 2024 are represented by:

	General Funds	Restricted Funds	Total
Tangible fixed assets	7,060	-	7,060
Current assets	68,376	20,820	89,196
Creditors	(10,105)	-	(10,105)
Net Assets as at 31 August 2024	65,331	20,820	86,151

Note 10

Restricted funds

	Balance at 31 August 2023	Incoming Resources	Resources Expended	Balance at 31 August 2024
Grants to fund staff positions	18,572	-	(9,000)	9,572
Grants to fund specific projects	17,221	33,032	(39,005)	11,248
Grants to fund vehicles	-	-	-	-
Total	35,793	33,032	(48,005)	20,820

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.

Notes to the accounts

For the year ended 31 August 2024

Note 11

Costs reimbursed to Trustees

During the year, expenses of £376 were reimbursed to one Trustee, Mr J Daykin to reimburse the cost of subscribing to the Xero accounting software used for financial records. No other Trustees received any reimbursements.

Note 12

Donations from Trustees

During the year, donations totalling £2,160 were received from the Trustees.

Note 13

Total paid to key management personnel

The total paid to key management personnel during the year was £41,413. The key management personnel were as follows:

Operations Director and Head of Education – Mr A Macaully