HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales · Charity number 1190834

Details

Other names	HEADSPACE YOUNG PEOPLE'S CHARITY
Status	Registered
Legal form	CIO
Registered	2020-08-12
Register	View on the Charity Commission register

Contact

Address	Headroom - Young People's Charity Victoria House; 23-27 Suite 3 South Street Farnham Surrey GU9 7QU
Phone	07464507974
Email	INFO@HEADROOMCHARITY.CO.UK
Website	WWW.HEADROOMCHARITY.CO.UK

Activities

Objects: TO RELIEVE THE MENTAL DISTRESS OF PERSONS RESIDENT IN RUSHMOOR AND SURROUNDING AREAS SUFFERING FROM POOR MENTAL HEALTH BY THE PROVISION OF COUNSELLING AND SUPPORT FOR SUCH PERSONS.TO ACT AS A RESOURCE FOR YOUNG PEOPLE BETWEEN 11 AND 25, AND THEIR PARENTS AND/OR CARERS LIVING IN NE HAMPSHIRE AND SURREY BORDERS AND THE SURROUNDING AREAS BY PROVIDING SUPPORT IN THE FORM OF COUNSELLING AND PARENTING ADVICE AS A MEANS OF:(A) ADVANCING IN LIFE AND HELPING YOUNG PEOPLE BY DEVELOPING THEIR EMOTIONAL RESILIENCE, CAPACITIES, CAPABILITIES AND ASPIRATIONS TO ENABLE THEM TO PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;(B) PROVIDING PARENTING EDUCATION BY PROVIDING BESPOKE 121 SUPPORT TO PROMOTE POSITIVE PARENTING AND FAMILY STABILITY;(C) RELIEVING POOR MENTAL HEALTH AND WELLBEING IN THE INTERESTS OF SOCIAL WELFARE FOR PEOPLE LIVING IN THE AREA OF BENEFIT 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.

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Activities: Provide Specialist Youth Counselling, Anger management counselling and therapeutic group services to young people aged 11- 25yrs. Specialists in supporting those young people with some form of neuro-diversity inc ASC & ADHDProvide Specialist parenting support to the parents and carers of young people in this specific age group dealing with the challenges of emotional and behavioural regulation.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training
- **Who:** Children/young People, Other Defined Groups

Geography

- Hampshire
- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-07-31	£177,764	£139,068	-	-
2024-07-31	£88,992	£80,705	-	-
2023-07-30	£55,423	£55,657	-	-
2022-07-30	£61,017	£39,317	-	-
2021-07-30	£19,826	£15,093	-	-

Trustees

Name	Role	Appointed
Callum Bowdrey-Roberts		2023-03-24
Daniel Reilly		2023-02-08
Fiona Potter		2024-03-17
Gemma Procter		2025-04-25
Nichola Clark		2025-04-25
Simon Mahony		2020-04-28

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HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales - Charity number 1190834

Accounts

headroom

YOUNG PEOPLE'S CHARITY

Annual Report

2024 - 2025

Registered charity: 1190834

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Administration details

Headroom Young People's Charity

Registered charity 1190834
Address: Suite 3, Victoria House, South Street, Farnham, GU9 7QU
Bank: MetroBank, Chiswick House, Unit 1, Festival Way, Basingstoke
Website: www.headroomcharity.co.uk
Email: info@headroomcharity.co.uk
Phone: 07464 507974

Administration details

Trustee Board

Nichola Clark (Chair)
Callum Bowdrey-Roberts
Gemma Procter - Parent Trustee
Daniel Reilly
Fiona Potter
Jeff Fisher
Simon Mahony (DSL)

Operations Team

Sue Evans - CEO / Director of Services
Callum Bowdrey-Roberts - Office Manager (Volunteer)
Cara Parker - Fundraising Manager
Fiona Potter - HR Manager (Volunteer)
Kathryn O'Toole - Social Media Manager (Volunteer)
Peter Wells - Finance Manager (Volunteer)

Counselling Team

Sue Evans - Youth counsellor / Therapeutic Parenting Counsellor / DSL
Emma Henry - Youth Counsellor / Therapeutic Parenting Counsellor
Gemma Ward - Youth / Young Adults Counsellor
Ruth Harrison - Parents Counsellor
Jackie Taylor - Placement Counsellor

External Parties

Financial Services: Keith Graham Chartered Accountants Aldershot
Independent Examiner: Simon Pusey BA FCA

Foreward

Nichola Clark
Chair of Trustees

As Headroom's fifth year comes to a close its time to reflect on how the Charity has performed against its Strategy, and meeting the needs of the Young People and their Parents, and it's a GREAT message!

Our Counselling team, led by Sue Evans, our CEO and Service Director, has again increased the number of sessions delivered to Young People and Parents by over 18% in the last year to 2025 (from 1800) with almost 40% of those sessions being delivered to parents of young people, many of whom are on the waiting lists, with positive tangible measurable outcomes for families and those young people.

The last few months has seen a lot of change for the Charity and the team, with the achievement of much of the dependencies for growth due to the amazing support from the local community and we are grateful to the Farnham Mayor, the Surrey High Sheriff and the Surrey County Council all of whom have committed on-going support in these challenging times.

On the 24th June we officially opened our new, significantly larger offices in Farnham thanks to the on-going and significant support from Aeonian Foundation. The office move was a key part of our strategy providing a much larger space for the team to increase capacity and diversify into new services.

.

Looking forward, as we continue to review and update our Strategy, there is a clear demand for the ongoing increase in capacity and for growing the breadth of services so, subject to funding, we continue to plan for growth with the introduction of improved social opportunities for young people and the exciting introduction of Family Services. To enable our core Services Team, we also plan to strengthen our Operations and Fundraising teams.

A BIG thank-you for the on-going support from our existing and new funders and donors, without whom, this would not have been possible! And, a thank you to all our supporters and Volunteers, Trustees and of course the Counselling team - without you, our Young People and Parents would not have the opportunities offered by this fantastic charity.

> My time at Headroom Young People's Charity has helped me in countless ways, from the way I conduct myself in my life to how how I view and feel about myself and the world.

23 year-old suffering with anxiety and low self esteem

Our Delivery

125
Young Persons supported in
1127
sessions

116
Parents supported in
709
sessions

Headroom invites our clients to feedback their experiences of the services they receive from us in a unanimous format online when the support finishes.

of those we supported felt listened to, and treated well by their counsellor and that their views and worries were taken seriously

felt that they had been helped with the issues that concerned them

felt that they had found it easy to talk and that the facilities here were comfortable and welcoming

felt that the support they received from us overall was good

would return if they needed more help in the future and would recommend us to a friend in need of support

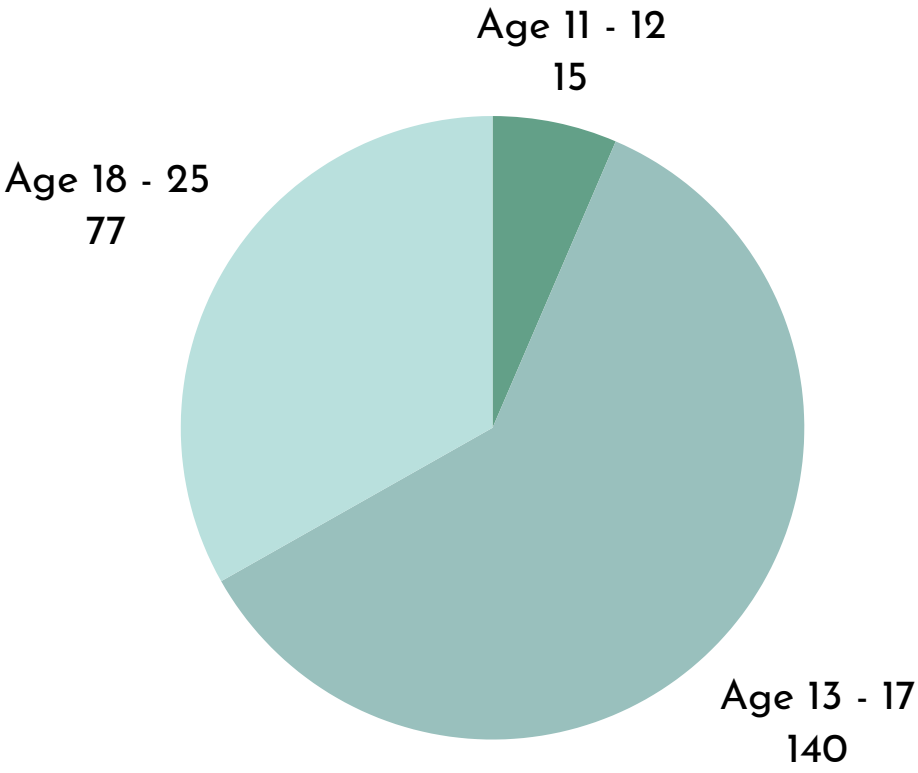
100% of parents felt the support was appropriate to their children's needs

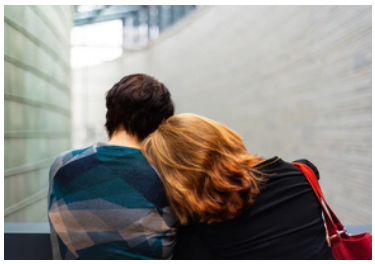
100% of parents praised the level of knowledge and expertise around the issues and needs of their children

70% said their confidence as a parent had very much improved with our support

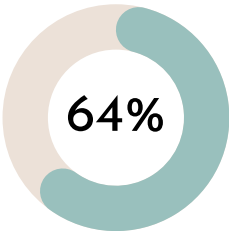
100% of parents said their stress levels reduced by at least 50% since receiving our help

Age Breakdown



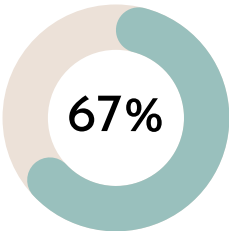


Our Clients



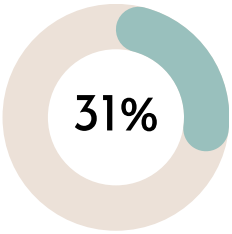
Anxiety

The proportion of young people suffering from both diagnosed and undiagnosed anxiety has gone up from 56% last year to 70% this year, as we continue to see the ongoing impact of Covid and lockdown on young people's mental health and emotional resilience.
Headroom uses a range of approaches including person centered, play and creative, and CBT, to help young people conquer their worries and re -engage with the world with confidence.



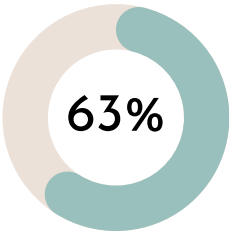
School Attendance Issues

Headroom continues to see a huge increase in the number of young people who are struggling to attend school regularly and consistently. There are many factors affecting children's ability to manage the school environment and Headroom understands how traumatising this issue is for both parents and children . We work closely with the network around families to fully understand the specific needs of each child and advocate on their behalf to achieve improved engagement in their education.



Anger Management Issues

Headroom has an excellent local reputation as the "go to" organization for specialist anger management support for young people. We have developed our expertise over 20 years of practice and fully understand the complex factors that result in angry feelings and aggressive and violent behaviour. Young people immediately respond to our non-judgmental approach and quickly discover both the roots of these overwhelming feelings and that they can learn to manage them in healthy, safe ways.



Neurodiverse

We recognise that neurodiversity is a potential factor in over 60% of our clients' issues. We have specialist knowledge of these conditions that include Autism Spectrum Condition, all types of ADHD, Dyslexia, Dyspraxia, and certain anxiety disorders. These conditions often go unidentified, undiagnosed and are much misunderstood, causing huge challenges for those attempting to live and study in settings that don't suit them. We have specifically designed programmes, written by experts many of whom are neurodiverse themselves, to support the specific needs of this cohort.

Service Update: Youth Counselling

Headroom's local reputation for excellence has resulted in huge increases in referral numbers year on year, we have seen an incredible rise of 94% in requests for help. We closed the waiting list for a brief period while we took steps to increase capacity, enabling us to offer 23% more sessions to young people, and inviting those waiting to attend therapeutic groups for interim support. This resulted in an increase of 44% in the number of young people we supported. This impacted our waiting lists overall and saw a reduction of 35% down from over 80 to a more manageable 40 young people waiting between 8 and 12 weeks only.

We were fortunate enough to take on an Autistic placement counsellor, experienced in supporting young people with special educational needs and disabilities, adding depth and even greater understanding of the complex issues our clients are challenged by. Our team continues to reflect the neuro-divergence of our clients. 68% of youth referrals are under 18 years old and with increasingly complex issues, 64% with suffering from some form of anxiety, 35% had suffered some form of childhood trauma including PTSD and CPTSD. 34% were self harming and/or suicidal and a concerning 67% were demonstrating school attendance issues.

We have seen an increase of 23% in the number of young adults 18-25yrs seeking mental health support, representing 32% of young people referred, due in part to our growing relationships with local statutory services. 47% of all our young adult clients present with undiagnosed Autism and/or ADHD, making their lives feel complex and often overwhelming. They struggle to experience success and achieve in life to meet goals like living independently, maintaining relationships and coping with work to support themselves.

With our specialist support they learn to manage their symptoms, experience a consequent improvement in their mental health that transforms relationships, diminished isolation, and in some cases allowing a return to work after periods of unemployment.

With the introduction of a new Pilot of social "Drop In" sessions, young people struggling with isolation now have an opportunity o meet others with similar lived experience and make friends in a safe, calm and welcoming environment

"I have been to many local mental health services and this has been the best for me, I feel very accepted here and was given the time to process everything at my pace"

16 yr old young person struggling to attend college

Service Update: Parenting Services

Parents Counselling Service

We remain hugely grateful for the ongoing confidence and funding we receive from Broadhurst Mental Health Charity allowing us to continue offering personal counselling to local parents as part of a unique range of much needed services. Evidence of need was apparent in the 28% increase in referrals for support we received from both statutory services and 35% from parents themselves.

66% suffered PTSD or CPTSD including 51% experiencing domestic violence
69% had children with some form of special educational need
35% had either Autism and or ADHD themselves
24% single parents, overwhelmed by huge challenges of providing and caring for children alone and unsupported by family

Every one of the 116 parents receiving support from us this year has learnt how to manage their own mental health more effectively and demonstrate improved resilience and capacity to cope in positive and healthy ways.

This 1-2-1 counselling support is part of a 3-tier package for parents describing a pathway of targeted and expert help at each stage of their journey to wellbeing and a healthier lifestyle for both them and their children. They are better able to support themselves, less reliant on statutory services and more equipped to meet the needs of their growing children.

"I didn't feel judged at all and it was really good to talk to someone, I get a lot less stressed about things now and I think I do cope better generally. I think the boys get a lot less stressed and anxious as well. This has helped the whole family."

I felt listened to and taken seriously, after deciding to get help with the challenges of being a single mum to 3 teenage children, my counsellor made it easy to talk and I do feel it's helped me be a better mum, my kids certainly seem to think so."

Therapeutic Parenting Support

Headroom has experienced a 98% increase in referrals for this specialist service, we responded to this growing need by training one of our qualified therapists to support this service and as a consequence, supported 51% more parents, year on year. We delivered 55% more sessions to cut waiting times. Therapeutic parenting is based on a compassionate and highly nurturing approach for parents of children who have suffered a variety of traumas, that involves creating safety and belonging in the relationship allowing children to self-regulate and better manage their distress and overwhelm.

This service represents the 2nd tier of support Headroom offers parents who are facing the huge challenge of responding to the needs of their children with complex issues, often including autism and ADHD. Many report that groups and parenting programs don't always give them the specific and focused answers they need for their unique family's challenges. Headroom recognises and embraces the need for this bespoke support for local families.

Part of Headroom's unique and highly sought-after provision is the support we are able to offer both parents and their teenage child simultaneously, we facilitate a parallel journey ensuring breakthrough and transformational change for families stuck in spirals of dysfunctional behaviours. This allows us to hold both sides of the family system and integrates new approaches and strategies understood by all, enabling smooth changes and growth resulting in a safer and calmer home environment.

In direct response to requests from parents, we have launched a 3rd tier of support - the new Parents and Carers Peer Support Groups providing a rich local community-based resource for those who have already benefited from our support. Parents have the opportunity to seek ongoing support from one another and help others in the community, from those who have lived experience and much to offer others going through similar challenges.

"We had to make some unexpected changes in our approach to supporting our 15yr old daughter and our trust in the advice we got paid off for everyone at home. K is definitely happier and more stable and we hardly get any meltdowns at all. Battles with school are over and our relationship has really improved

I would recommend Headroom to any parent with teenagers struggling to cope with life"

Objectives

We successfully achieved all our objectives for this year:

- To target and provide services for young people, aged 11-25, and their parents, who suffer from multiple and complex issues resulting in stuck situations and chaotic, dysfunctional home environments

- To focus on capacity building and deliver more sessions to young people to meet the fast-growing need, reduce waiting times and to increase contact with and support for those on our waiting lists

- To promote the growth and resilience of the charity and our services.

- To promote understanding of the impact of learning disabilities and difficulties, and to support young people and their parents dealing with the impact of Autism, ADHD, and other forms of neurodiversity.

- To invite small numbers of young people on our waiting lists to access interim support by attending small therapeutic groups designed to be both fun, social and informative.

- To grow and improve our specialist support for parents through community-based peer support groups

Activities

Our activities that addressed these objectives were:

- Headroom secured funding to target reduction in waiting lists and increase output to ensure more young people received support in a timely manner. As a result we achieved a 44% increase in the number of young people supported by delivering 23% more sessions than last year.

- We have recruited an experienced Fundraising Manager to improve our financial resilience and to pursue further opportunities to grow our capacity and service offerings within the community. Headroom has also engaged a local volunteer Marketing Manager to help increase awareness of the growing needs of young people and their families, and to build our online presence to demonstrate our impact to a wider audience.

- We have formed a new Operational Leadership team to bring together the skills and experience in our new and existing employees and volunteers, this team will be focused on activities and strategies to support growth and quality improvements across our services.

- Responded to parents requests and begun consultation process with groups of parents to listen to their needs and hopes for this additional resource, and identify leaders and facilitators from the group.

Our Future Plans:

Strategic Objectives 2025 - 2028

1: Increase Capacity

1.1 An extra 20 families to be seen per year through our new family therapy service, through the addition of a highly experienced systemic family practioner

1.2 1,080 additional counselling sessions across 3 years

1.3 Waiting times reduced to under 3 months for young people

1.4 Waiting times reduced to under 6 weeks for parents

1.5 New peer support group service for 16-19 year olds at risk of becoming NEET

1.6 New SEND advice and advocacy service for 24 parents in 2025/26

2: Expand our Service Scope

2.1 Family Therapy: Repair relationships, build family resilience, and restore stability preventing family breakdown

2.2 For Parents:

- SEND Advice & Advocacy programme supporting those going through diagnosis and EHCP
- Psycho-education programme to improve understanding of, and support for growing children

2.3 For Young People:

- Expanded weekly peer group drop in sessions, providing social opportunities and reduce isolation
- Therapeutic mentoring for disengaged young people
- Outreach for those unable to leave home
- Specialist counselling for neuro-divergent young people
- Youth development and volunteer opportunities including reception support, admin, IT support and youth work roles

3: Become a Hub for Young People's Services

3.1 Build relationships with partners to create a seamless network of services

3.2 Out of Hours mental health Crisis intervention services to be delivered from Headroom

Supporters and Funders

Headroom has enjoyed an incredibly successful year of fundraising and are extremely grateful to both local and national funders, enabling us to achieve our year's fundraising target within the first 9 months of the year.
Much appreciated is the dedication from our individual donors, whose ongoing commitment of regular monthly contributions provides us with a most valued and sustainable income stream. We are thankful to local community organisations, and the continued support of our local councils in recognising the impact Headroom has in our local vicinity and who have financially supported us in our quest to make a positive difference to the lives of young people and their families.

We have been successful in our applications to a number of local and national grant giving Trusts and Foundations whose financial support funds the majority of the work we do.

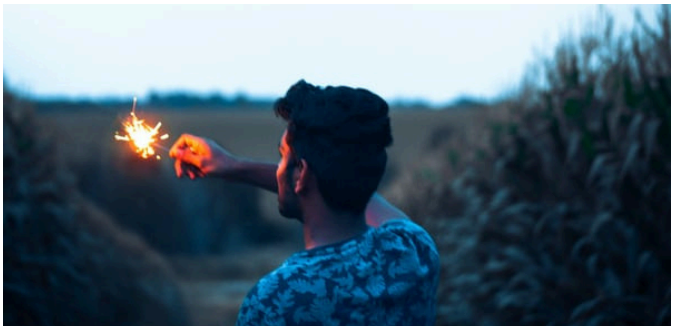
We remain grateful for the ongoing gift of our premises in Aldershot until May of 2025, gifted by the landlord of our building, Sacellum Ltd, enabling us to provide a calm and welcoming space to our clients right in the heart of our community.

In August Headroom took the huge decision to re locate to larger premises and after an exhaustive search and with very generous support from Aeonian Foundation we re-located in May. The move has transformed the Charity, and we owe a huge debt of thanks for all the support and encouragement we have received from the Foundation's Trustees and all involved including very generous discounts from the landlord.

The dedicated fundraising role, part funded by Aeonian has helped our charity build a strong and sustainable fundraising mix in line with our ambitions for growth, as we are continually challenged to meet an ever-growing need for our services.
Thanks too must go to Broadhurst, a local mental health charity whose ongoing, multi-year commitment to Headroom has enabled us to surge forward with our vital work of providing therapeutic services to the parents of our young people who are battling with their own mental health.

> *"At Headroom Young People's Charity, they're not just tackling mental health challenges, they're conquering them!*
>
> *Their impact? Nothing short of immense!"*
>
> Quote from CareTech Foundation

Since our move in May, we have enjoyed a genuinely supportive and warm welcome from Surrey and in particular Farnham residents, enjoying visits from the High Sherrif of Surrey, Peter Cluff, at our launch evening, and several visits from previous and present Mayors of Farnham, John Ward and current Mayor, George Murray. All have been not just admiring of our new premises but generous in both their practical and financial support for our work in the town. We are really looking forward to working in partnership with the Town Council and Waverley Borough Council over the coming months and years.



Thank you to all our generous supporters:

- The Aeonian Foundation
- Herrington Carmichael Solicitors
- The Albert Hunt Trust
- The National Lottery Community Fund
- Broadhurst Mental Health Charity
- Charlotte Bonham-Carter Charitable Trust
- Hampshire County Council
- Hall and Woodhouse
- Rushmoor Rotary Club
- Postcode Society Trust
- Shanly Foundation
- Community Foundation of Surrey
- The Woodward Trust

and to all our individual donors.

> “It’s definitely been good as I wasn’t aware of how some of my own stuff was affecting how I parent my son, I can’t believe the difference in us both, he goes to school without me now which is incredible, we’re both so much happier and a lot less anxious.”

Parent of 14yr old son whose anxiety was preventing him attending school

Policies and Procedures

Headroom Young People's Charity has the following policies and procedures:
Safeguarding Children and Young People; Safeguarding Vulnerable Adults; Code of Conduct, Conflicts of Interest Policy; Fair Processing of Data Policy; Equal Opportunities; Health and Safety; Lone Working; Finance Policy; Reserves Policy; Discipline & Grievance Procedures; Risk Management; Staff Supervision & Continuing Professional Development; Complaints; GDPR.

The protection and safeguarding of children and vulnerable adults is of utmost importance to the charity, the policies are reviewed annually and all trustees, staff and volunteers are DBS and reference checked before joining the Charity. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training at the appropriate level.

Stakeholders

Our service users are signposted or referred to us by local GPs, schools, Children's Services, Family Support Workers, CAMHS, CMHT, health professionals, parents, young people themselves, and via word-of-mouth. We work alongside health, social care and education providers to support the mental health and well-being of local young people.

Financial Management

The financial management of the charity is overseen by the Chair of the Trustees, who reports to the Trustee Board on a regular basis. The administration of the accounts is undertaken by volunteers and accountancy services/support are provided by Keith Graham Chartered Accountants. Our finance policy was reviewed in July 2024. The charity prepares its accounts on an income and expenditure basis.

Reserves Policy

The charity's Reserves Policy is that:
The minimum level of reserves within the unrestricted fund will be the equivalent of three months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur. £22,500 is our minimum level under our Reserves Policy.

Risk Management

The Trustees have identified two key areas of risk for the charity:

- Staff capacity: there is a heavy reliance on a small team, therapists have however diversified their skills and carefully selected placement counsellors will be joining the team this year
- Income streams: The ongoing reliance on grant making trusts is being addressed as part of the our fundraising strategy.

Trustee Expenses

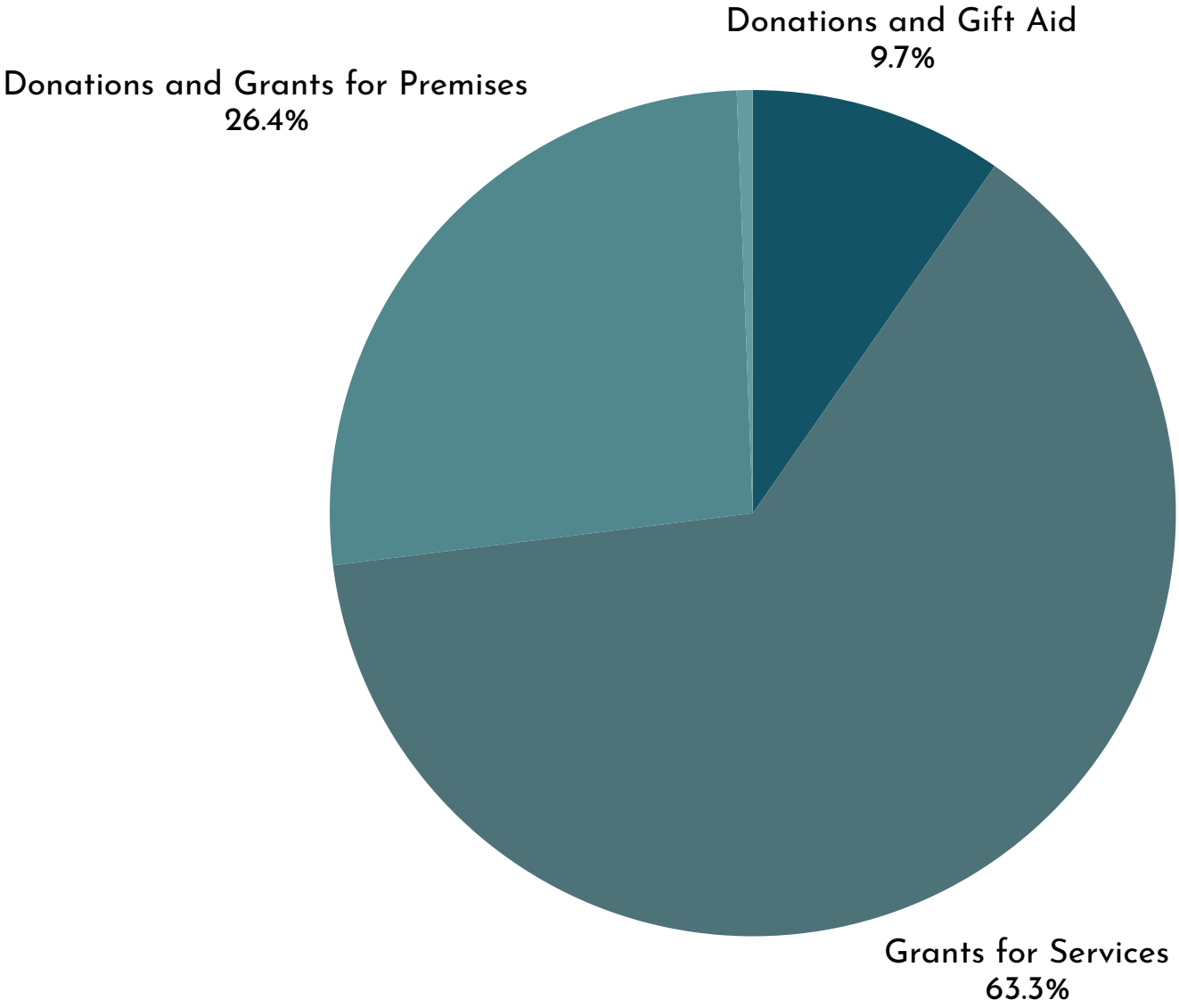
All of Headroom's trustees give their time on a voluntary basis. No expense claims have been made by the trustees.

Financial Review

Overview

Our fundraising strategy has delivered a significant boost in our financial position, resulting in a premises move into Farnham and expansion of our services and overall delivery.

Income

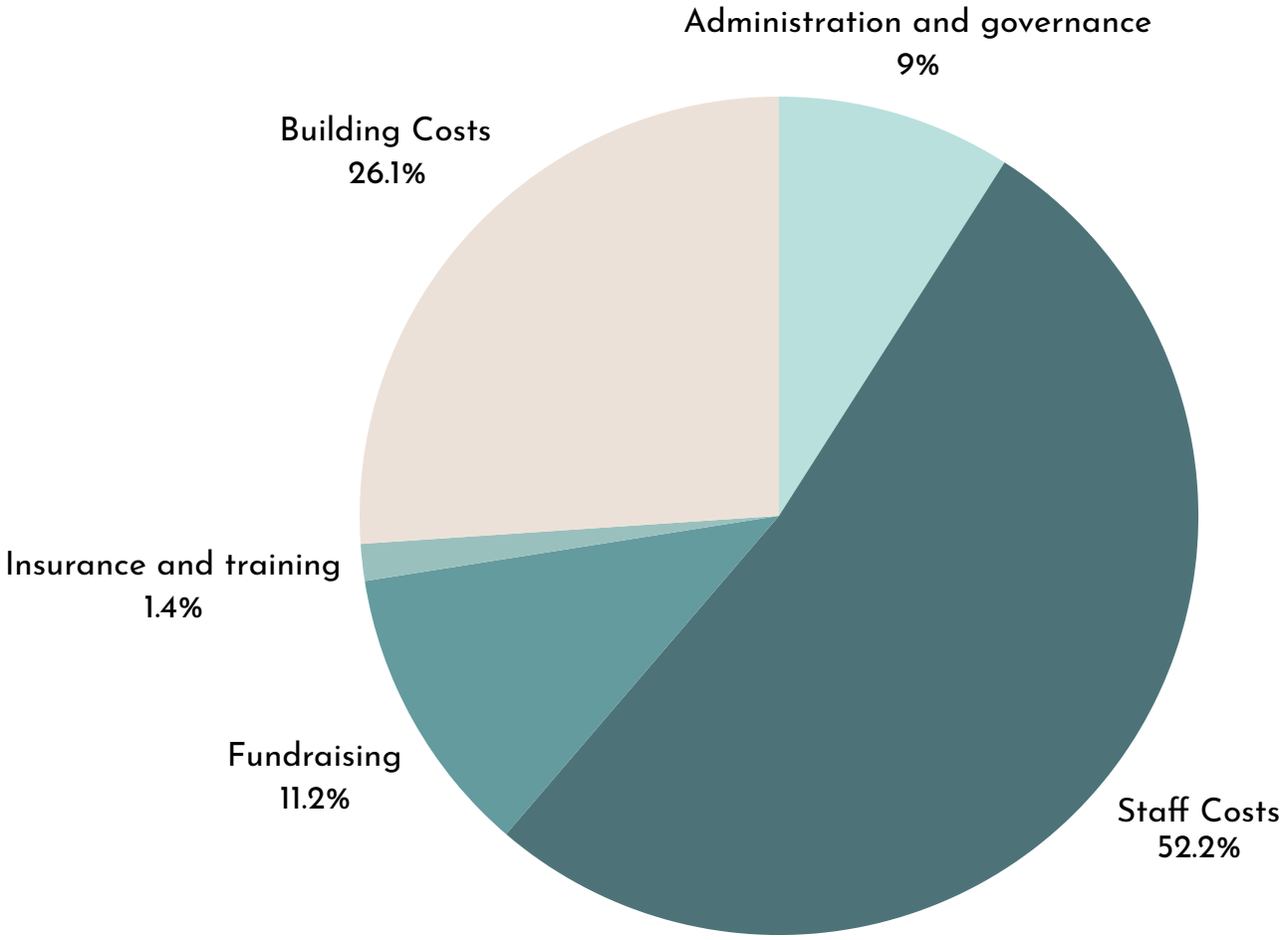


Income for FY 24/25 was substantially higher than budgeted, primarily due to very successful efforts against our fundraising strategy and support from local Grant Making Trusts. We continue to receive our regular individual donations, as well as receiving substantial increases in funding received from Grant Making Trusts within the financial year and beyond.

Budgeted Income: £88,010
Actual Income: £177,764

Financial Review

Expenditure



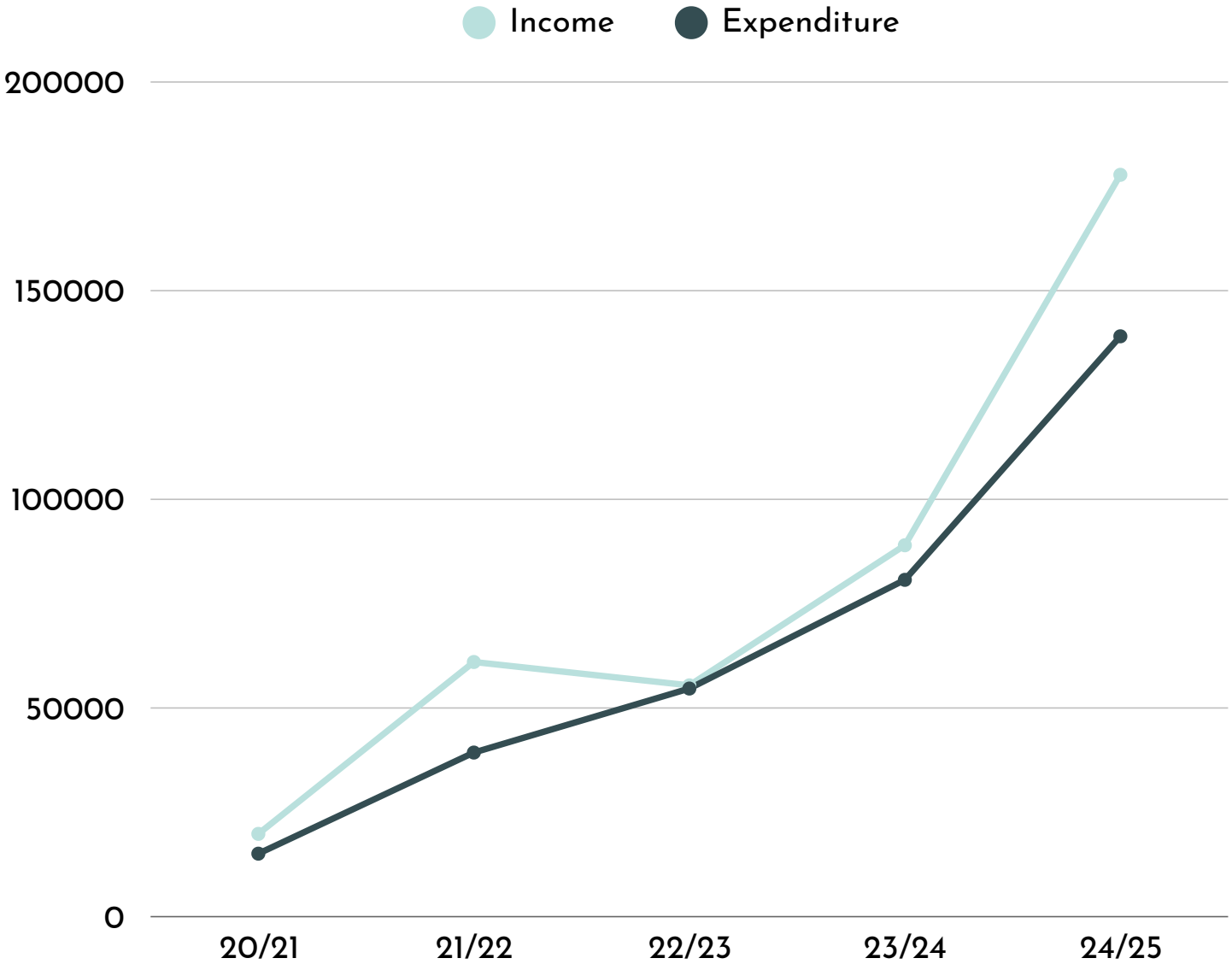
Expenditure for FY24/25 was higher than expected due to the costs involved in our move to new premises in May. A revised budget was agreed by Trustees, based on receipt of new funding for this move and outstanding support from our grant funders. Staff costs remain the largest expense for the charity.

Budgeted Expenditure: £145,689
Actual Expenditure: £139,068

Financial Review

Charity Growth

Income and Expenditure since charity was founded.



Our fundraising strategy continues to be effective, and delivering real benefit to the charity and our clients. We continually review the strategy and adapt it to external factors which may impact our funding sources. We will also continue to seek partnerships with other stakeholders supporting young people, children and families and are actively pursuing opportunities to diversify our funding sources.

Financial Statements

Headroom Young People's Charity
Receipts and payments accounts
FOR THE PERIOD OF 01/08/2024 TO 31/07/2025

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
RECEIPTS				
Donations	9,714	-	9,714	11,264
Gift aid	1,904	-	1,904	1,062
Charitable work	200	-	200	1,275
Grants	42,750	101,895	144,645	62,631
Corporate donations	5,601	-	5,601	-
Donations for premises	9,900	-	9,900	10,800
Statutory bodies	880	4,920	5,800	1,960
TOTAL RECEIPTS	**70,949**	**106,815**	**177,764**	**88,992**
PAYMENTS				
Administration and governance	7,295	5,271	12,566	7,205
Staff costs	11,566	61,089	72,655	52,107
Fund raising	4,900	10,725	15,625	10,140
Training and affiliation costs	670	-	670	316
Insurance	165	1,137	1,302	137
Property costs	11,928	24,322	36,250	10,800
TOTAL PAYMENTS	**36,524**	**102,544**	**139,068**	**80,705**
NET OF RECEIPTS/(PAYMENTS)	**34,425**	**4,271**	**38,696**	**8,287**
Purchase of Fixed Assets	-	5,700	5,700	-
Transfers between funds	(4,878)	4,878	-	-
Net movement in Funds	34,425	(1,429)	32,996	
Funds brought forward	13,847	21,366	35,213	26,926
CASH FUNDS THIS YEAR END	**43,394**	**24,815**	**68,209**	**35,213**

Trustee Declaration

The Trustees declare they have approved the annual report and financial statements for the year ending July 2025.

Signed on behalf of the charity's Trustees:

Nichola Clark
Chair of Trustees
Date: 01/10/2025

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Headroom - Young People's Charity		
On accounts for the year ended	31 July 2025	Charity no (if any)	1190834
Set out on pages	Trustees Report pages 3 to 20 and CC16a return page 20.		

Responsibilities and basis of report

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2025.

As the charity's trustees, 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 which gives me cause to believe that in, any material respect:

- ☐ the accounting records were not kept in accordance with section 130 of the Charities Act; or
- ☐ the accounts did not accord with the accounting records; or
- the accounts did 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:		Date:	31-10-2025
Name:	Simon Pusey		
Relevant professional qualification(s) or body (if any):	Chartered Accountant		
Address:	Keith Graham, Chartered Accountants Suite 2 Wesley Chambers, Queens Road Aldershot Hampshire GU11 3JD		

headroom

YOUNG PEOPLE'S CHARITY

info@headroomcharity.co.uk

www.headroomcharity.co.uk

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Farnham
Surrey
GU9 7QU

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instagram.com/HeadroomYPCharity

linkedin.com/company/HeadroomCharity

Charity No. 1190834

HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales - Charity number 1190834

Accounts

headroom

YOUNG PEOPLE'S CHARITY

Annual Report

2023 - 2024

Registered charity: 1190834

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Administration details

Headroom Young People's Charity

Registered charity 1190834
Address: Suite 1, Wesley Hall, Barrack Road, Aldershot, GU11 3NP
Bank: MetroBank, Chiswick House, Unit 1, Festival Way, Basingstoke
Website: www.headroomcharity.co.uk
Email: info@headroomcharity.co.uk
Phone: 07464 507974

Administration details

Trustee Board

Rebecca Williams (Chair)
Callum Bowdrey-Roberts
Claire Rason
Daniel Reilly
Doug Drinkwater
Fiona Potter (joined April 2024)
Jeff Fisher (joined June 2024)
Simon Mahony (DSL)

Operations Team

Sue Evans - CEO / Director of Services
Callum Bowdrey-Roberts - Office Manager (Volunteer)
Cara Parker - Fundraising Manager
Fiona Potter - HR Manager (Volunteer)
Kathryn O'Toole - Social Media Manager (Volunteer)
Peter Wells - Finance Manager (Volunteer)
Sue Hickey - Finance Administrator (Volunteer)

Counselling Team

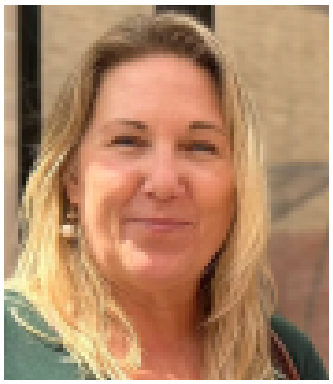
Sue Evans - Youth counsellor / Therapeutic Parenting Counsellor / DSL
Emma Henry - Youth Counsellor / Therapeutic Parenting Counsellor
Gemma Ward - Youth / Young Adults Counsellor
Ruth Harrison - Parents Counsellor

External Parties

Financial Services: Keith Graham Chartered Accountants Aldershot
Independent Examiner: Simon Pusey BA FCA

Foreward

During our fourth year, Headroom has experienced significant growth and maturation. The demand for our expert services within the local community continues to rise, with an increase of 27% in referrals. This growing need underscores the importance of our work and our unwavering commitment to meeting this challenge.



Rebecca Williams
Chair of Trustees

Our fundraising strategy remains robust, and thanks to the support of our existing and new funders and donors, we have successfully expanded our capacity, delivering over 1,000 sessions this year. This achievement is a testament to the dedication and hard work of our team and our supporters.

Our team of specialist counsellors have been exceptional, consistently refining and enhancing our services. Their efforts have enabled us to support more young people and parents than ever before, despite the increasing complexity of the needs presented by those seeking our help.

This year, we have also strengthened our governance and leadership. We welcomed new Trustees with expertise in human resources and charity finance, ensuring that we are well equipped to navigate current and future challenges. Additionally, we have formed an Operational Leadership Team to advance our fundraising and marketing strategies further. These strategic additions are crucial as we strive to reduce our waiting list and raise awareness of the critical need for Headroom's services locally.

Together, we are looking forward to continuing our work with a shared commitment to making a profound impact on the lives of those we support.

Rebecca Williams
Chair of Trustees

> My counsellor has given me so much confidence, I used to avoid everything but now I can go out more, and see my friends. I spend more time with my family and we do things together. I do feel better and I'm looking forward to college now

16-year-old suffering with anxiety and low self esteem

Our Delivery

87

Young Persons supported in

658

sessions

55

Parents supported in

467

sessions

Headroom invites our clients to feedback their experiences of the services they receive from us in a unanimous format online when the support finishes.

of those we supported felt listened to, and treated well by their counsellor and that their views and worries were taken seriously

felt that they had been helped with the issues that concerned them

felt that they had found it easy to talk and that the facilities here were comfortable and welcoming

felt that the support they received from us overall was good

would return if they needed more help in the future and would recommend us to a friend in need of support

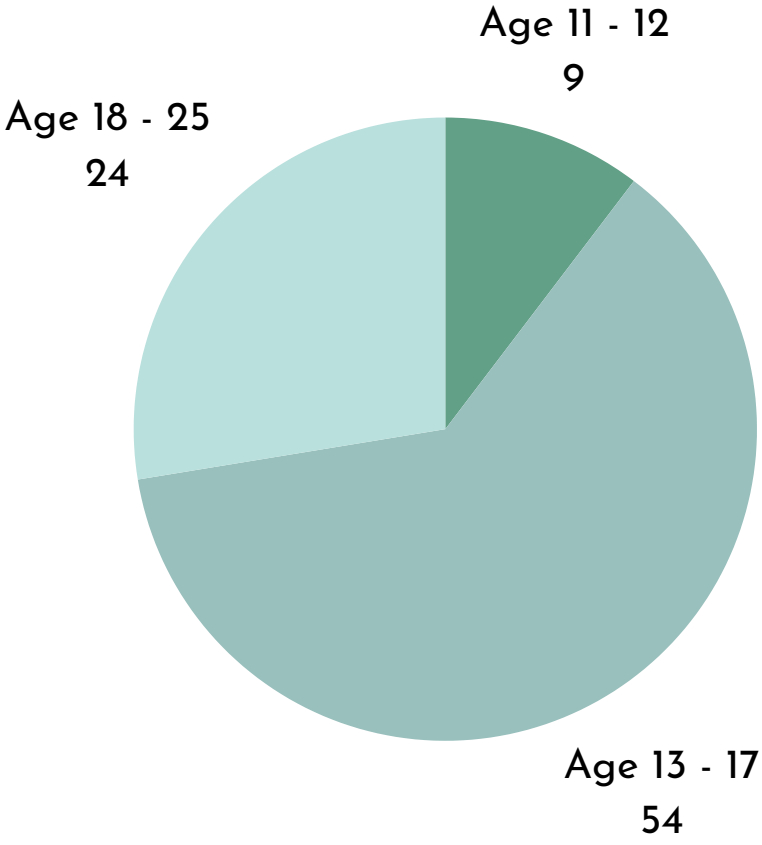
100% of parents felt the support was appropriate to their children's needs

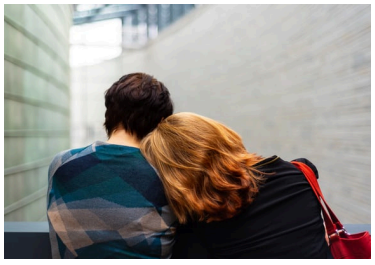
100% of parents praised the level of knowledge and expertise around the issues and needs of their children

70% said their confidence as a parent had very much improved with our support

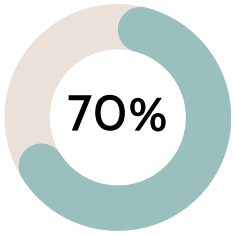
100% of parents said their stress levels reduced by at least 50% since receiving our help

Age Breakdown



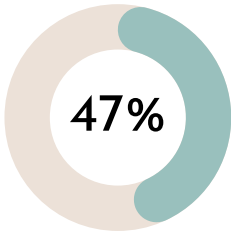


Our Clients



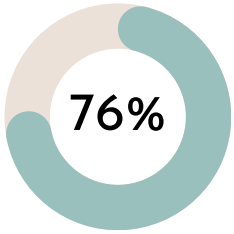
Anxiety

The proportion of young people suffering from both diagnosed and undiagnosed anxiety has gone up from 56% last year to 70% this year, as we continue to see the ongoing impact of Covid and lockdown on young people's mental health and emotional resilience.
Headroom uses a range of approaches including person centered and CBT, to help young people conquer their worries and re -engage with the world with confidence.



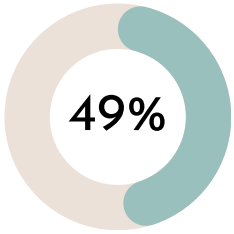
School Attendance Issues

Headroom continues to see a huge increase in the number of young people who are struggling to attend school regularly and consistently. There are many factors affecting children's ability to manage the school environment and Headroom understands how traumatising this issue is for both parents and children . We work closely with the network around families to fully understand the specific needs of each child and advocate on their behalf to achieve improved school engagement.



Have more than 5 ACE's

Adverse Childhood Experiences (ACEs) have a complex impact on our clients, who grow up trying to deal with, and recover from, all that has happened to them. We understand the impact that these can have on young peoples' life chances, and how it informs a range of behaviours - from challenging and risky to isolated and shut down. We look at the whole person and collaboratively address what is most important to that young client. We then agree an approach that meets them where they are, helping them to build resilience and capacity.



Neurodiverse

We recognise that neurodiversity is a potential factor in almost 50% of our clients' issues. We have specialist knowledge of these conditions that include Autism Spectrum Condition, all types of ADHD, Dyslexia, Dyspraxia, and certain anxiety disorders. These conditions often go unidentified, undiagnosed and are much misunderstood, causing huge challenges for those attempting to live and study in settings that don't suit them. We have specifically designed programmes, written by experts many of whom are neurodiverse themselves, to support the specific needs of this cohort.

Service Update: Youth Counselling

Headroom supports young people of whom 69% are under 18 years old and with increasingly complex issues, 42% had suffered some form of childhood trauma including PTSD and CPTSD. We experienced a 28% increase in referrals this year and so have focused on increasing capacity and working hard to reduce our waiting lists. By securing targeted funding from a major donor we have been able to offer 27% more sessions this year and saw an increase of 25% in the numbers we supported.

We have seen an increase of 27% in the number of young adults 18-25yrs seeking mental health support, due in part to our growing relationships with local statutory services. 29% of all our adult clients present with undiagnosed Autism and/or ADHD making their lives feel complex and often overwhelming. Young adults referred to us often experience disappointment and distress that ongoing mental health issues have impacted on their ability to lead full and independent lives. They struggle to experience success and achieve in life to meet goals like living independently, maintaining relationships and coping with work to support themselves.

With our support they learn to manage their symptoms, experience a consequent improvement in their mental health that transforms relationships, diminished isolation, and in some cases allowing a return to work after periods of unemployment.

We launched small therapeutic groups to support those on waiting lists for 1-2-1 therapy. We've had 100% positive feedback, 30% felt they no longer needed support and have asked to come off the waiting list a result of these sessions.

Headroom's expertise in Anger Management accounts for 26% of referrals for young people. All those attending benefit from significantly improved emotional intelligence, learn skills for self-management to avoid deteriorating mental health, school exclusions, family breakdown, anti-social behaviour, and escalations of aggressive or violent behaviours.

Many overcome school avoidance issues and are able to improve school attendance through work with us and the teams supporting them in schools.

> "I didn't think just talking was going to help me much, but the counsellor made it easy for me and I did open up about a lot of the things I worry about. I didn't feel stupid about what I was struggling with and now I can see things much more clearly and I don't worry as much or as often. I can go to some lessons now and it's ok"
>
> *14 yr old young person struggling to attend school*

Service Update: Parenting Services

Parents Counselling Service

Thanks to the 3yr funding from Broadhurst Mental Health Charity we are able to continue offering personal counselling to local parents as part of a unique range of much needed services.

66% suffered PTSD or CPTSD including 51% experiencing domestic violence
65% had children with some form of special educational need
35% had either Autism and or ADHD themselves
24% single parents, overwhelmed by huge challenges of providing and caring for children alone and unsupported by family

Every one of the 23 clients receiving support from us this year has learnt how to manage their own mental health more effectively and demonstrate improved resilience and capacity to cope in positive and healthy ways.

This 1-2-1 counselling support is part of a 3-tier package for parents describing a pathway of targeted and expert help at each stage of their journey to wellbeing and a healthier lifestyle for both them and their children. They are better able to support themselves, less reliant on statutory services and more equipped to meet the needs of their growing children.

"I didn't feel judged at all and it was really good to talk to someone, I get a lot less stressed about things now and I think I do cope better generally. I think the boys get a lot less stressed and anxious as well. This has helped the whole family."

I felt listened to and taken seriously, after deciding to get help with the challenges of being a single mum to 3 teenage children, my counsellor made it easy to talk and I do feel it's helped me be a better mum, my kids certainly seem to think so."

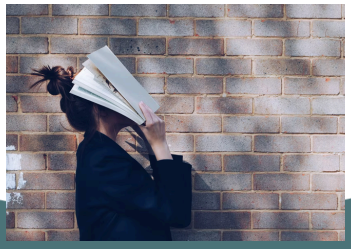
Therapeutic Parenting Support

Headroom has experienced a 54% increase in referrals for this specialist service which represents 45% of our work as a charity. Therapeutic parenting is based on a compassionate and highly nurturing approach for parents of children who have suffered a variety of traumas, that involves creating safety and belonging in the relationship allowing children to self-regulate and better manage their distress and overwhelm.

This service represents the 2nd tier of support Headroom offers parents who are facing the huge challenge of responding to the needs of their children with complex issues, often including autism and ADHD. Many report that groups and parenting programs don't always give them the specific and focused answers they need for their unique family's challenges. Headroom recognises and embraces the need for this bespoke support for local families.

Part of Headroom's unique and highly sought-after provision is the support we are able to offer both parents and their teenage child simultaneously, we facilitate a parallel journey ensuring breakthrough and transformational change for families stuck in spirals of dysfunctional behaviours. This allows us to hold both sides of the family system and integrates new approaches and strategies understood by all, enabling smooth changes and growth resulting in a safer and calmer home environment.

In direct response to requests from parents, we have launched a 3rd tier of support - the new Parents and Carers Peer Support Groups providing a rich local community-based resource for those who have already benefitted from our support. Parents have the opportunity to seek ongoing support from one another and help others in the community, from those who have lived experience and much to offer others going through similar challenges.



"I would never have thought my 15yr old Autistic son would talk to anybody, but he now looks forward to sessions, we have seen a difference, he's calmer, and with the support for me and his dad we have learnt what works best, we talk more, argue less and the shutdowns have almost stopped.

I would recommend Headroom to any parent with teenagers struggling to cope with life"

Objectives

Our objectives for this year were:

- To target and provide services for young people, aged 11-25, and their parents, who suffer from multiple and complex issues resulting in stuck situations and chaotic, dysfunctional home environments

- To focus on capacity building and deliver more sessions to young people to meet the fast-growing need, reduce waiting times and to increase contact with and support for those on our waiting lists

- To promote the growth and resilience of the charity and our services.

- To promote understanding of the impact of learning disabilities and difficulties, and to support young people and their parents dealing with the impact of Autism, ADHD, and other forms of neurodiversity.

- To invite small numbers of young people on our waiting lists to access interim support by attending small therapeutic groups designed to be both fun, social and informative.

- To grow and improve our specialist support for parents through community-based peer support groups

Activities

Our activities that addressed these objectives were:

- Headroom secured funding to target reduction in waiting lists and increase output to ensure more young people received support in a timely manner. As a result we achieved a 25% increase in the number of young people supported by delivering 27% more sessions than last year

- We have recruited an experienced Fundraising Manager to improve our financial resilience and to pursue further opportunities to grow our capacity and service offerings within the community. Headroom has also engaged a local volunteer Social Media Manager to help increase awareness of the growing needs of young people and their families, and to build our online presence to demonstrate our impact to a wider audience.

- We have formed a new Operational Leadership team to bring together the skills and experience in our new and existing employees and volunteers, this team will be focused on activities and strategies to support growth and quality improvements across our services.

- Responded to parents requests and begun consultation process with groups of parents to listen to their needs and hopes for this additional resource, and identify leaders and facilitators from the group

Supporters and Funders

Headroom is exceptionally grateful for the support of both local and national sources of funding.

Much appreciated is the dedication from our individual donors, whose ongoing commitment of regular monthly contributions provides us with a most valued and sustainable income stream. We are grateful too to the local community organisations who recognise the impact Headroom have in our local vicinity and who have financially supported us in our quest to make a positive difference to the lives of local young people and their families.

We are grateful too for the continued support of our local Aldershot councillor via the Hampshire County Councillor grant scheme. We have been successful in our applications to a number of local and national grant giving Trusts and Foundations whose financial support funds the majority of work we do.

A huge thank you must go to the trustees of the Aeonian Foundation whose ongoing commitment of our work has been vital in not only continuing to fund our core 1-2-1 counselling services but has enabled Headroom to invest in a dedicated part-time Fundraising Manager. The role will help our charity build a strong and sustainable fundraising mix in line with our ambitions for growth, as we are continually challenged to meet an ever-growing need for our services.

Thanks too must go to Broadhurst, a local mental health charity whose three-year funding commitment to Headroom has enabled us to surge forward with our vital work of providing therapeutic services to the parents of our young people who are battling with their own mental health. Working in parallel with parents as well as their child has proven to be most impactful and has produced such positive outcomes for the parent, the young person and the wider family unit.

Our premises continues to be generously gifted by the landlord of our building, Sacellum Ltd, enabling us to provide a calm and welcoming space to our clients right in the heart of our community.

> *“At Headroom Young People’s Charity, they’re not just tackling mental health challenges, they’re conquering them!*
>
> *Their impact? Nothing short of immense!”*
>
> Quote from CareTech Foundation

As we enter into a new financial year, Headroom's aim is to secure a sustainable mix from various fundraising sources. We will continue with applications to Trusts and Foundations whose priorities align with our work, whilst looking to grow our fundraising income with new corporate and community partners who understand and support the difference we are aiming to make to local families' lives.

We are particularly excited and extremely grateful to the local law firm, Herrington Carmichael, who have committed to work in partnership with Headroom in the year ahead. In particular, their staff's fundraising efforts will raise vital funds in support of our work, enabling us, together, to make a positive impact on the lives of our local community.

Thank you to all our generous supporters:

- The Aeonian Foundation
- The Albert Hunt Trust
- Bohunt School
- Broadhurst Mental Health Charity
- CareTech Foundation
- Charlotte Bonham-Carter Charitable Trust
- Hampshire County Council
- Mytchett Ministries
- Rushmoor Rotary Club
- St Andrews Lodge
- Shanly Foundation
- Parkes Fund and Perros Trust Fund
- The Woodward Trust

and to all our individual donors.

"It's definitely been good as I wasn't aware of how some of my own stuff was affecting how I parent my son, I can't believe the difference in us both, he goes to school without me now which is incredible, we're both so much happier and a lot less anxious."

Parent of 14yr old son whose anxiety was preventing him attending school

Policies and Procedures

Headroom Young People's Charity has the following policies and procedures:
Safeguarding Children and Young People; Safeguarding Vulnerable Young Adults; Code of Conduct, Conflicts of Interest Policy; Fair Processing of Data Policy; Equal Opportunities; Health and Safety; Lone Working; Finance Policy; Reserves Policy; Discipline & Grievance Procedures; Risk Management; Staff Supervision & Continuing Professional Development; Complaints; GDPR.

The protection and safeguarding of children and vulnerable adults is of utmost importance to the charity, the policies were updated in July 2024 and all trustees, staff and volunteers are DBS and reference checked before joining the Charity. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training.

Stakeholders

Our service users are signposted or referred to us by local GPs, schools, Children's Services, Family Support Workers, CAMHS, CMHT, health professionals, parents and via word-of-mouth. We work alongside health, social care and education to support the mental health and well-being of young people.

Financial Management

The financial management of the charity is overseen by the Chair of the Trustees, who reports to the Trustee Board on a regular basis. The administration of the accounts is undertaken by volunteers and accountancy services/support are provided by Keith Graham Chartered Accountants. Our finance policy was reviewed in July 2024. The charity prepares its accounts on a receipts and payments basis.

Reserves Policy

The charity's Reserves Policy is that:
The minimum level of reserves within the unrestricted fund will be the equivalent of three months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur. £16,500 is our minimum level under our Reserves Policy.

Risk Management

The Trustees have identified two key areas of risk for the charity:

- Staff capacity: there is a heavy reliance on a small team, therapists have however diversified their skills and carefully selected placement counsellors will be joining the team this year
- Income streams: The previous reliance on grant making trust applications is being addressed as part of the our fundraising strategy.

Trustee Expenses

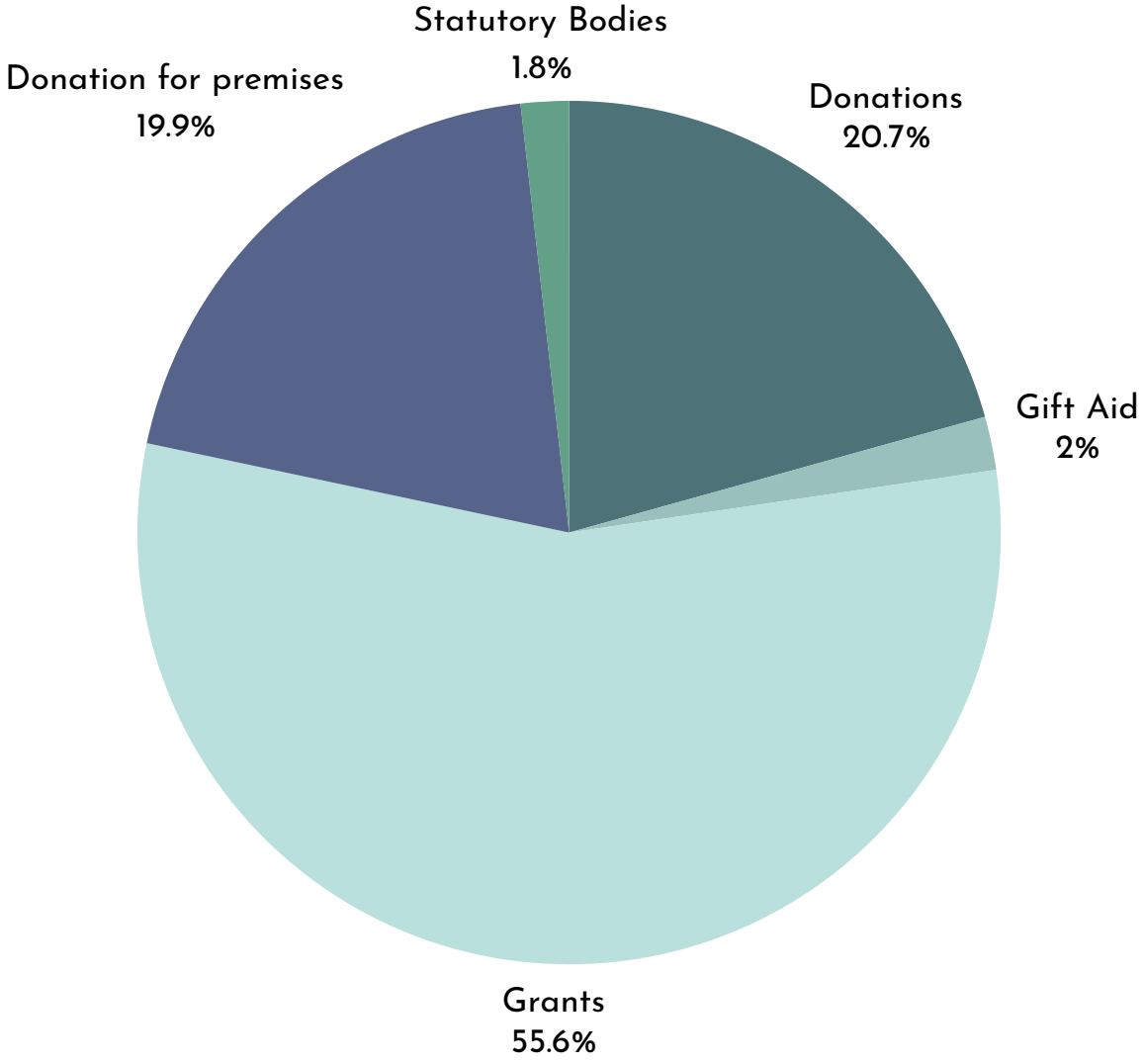
All of Headroom's trustees give their time on a voluntary basis. No expense claims have been made by the trustees.

Financial Review

Overview

Our fundraising strategy has been reviewed and updated to provide additional focus on corporate and individual donations, reducing the reliance on income from grant making trusts.

Income

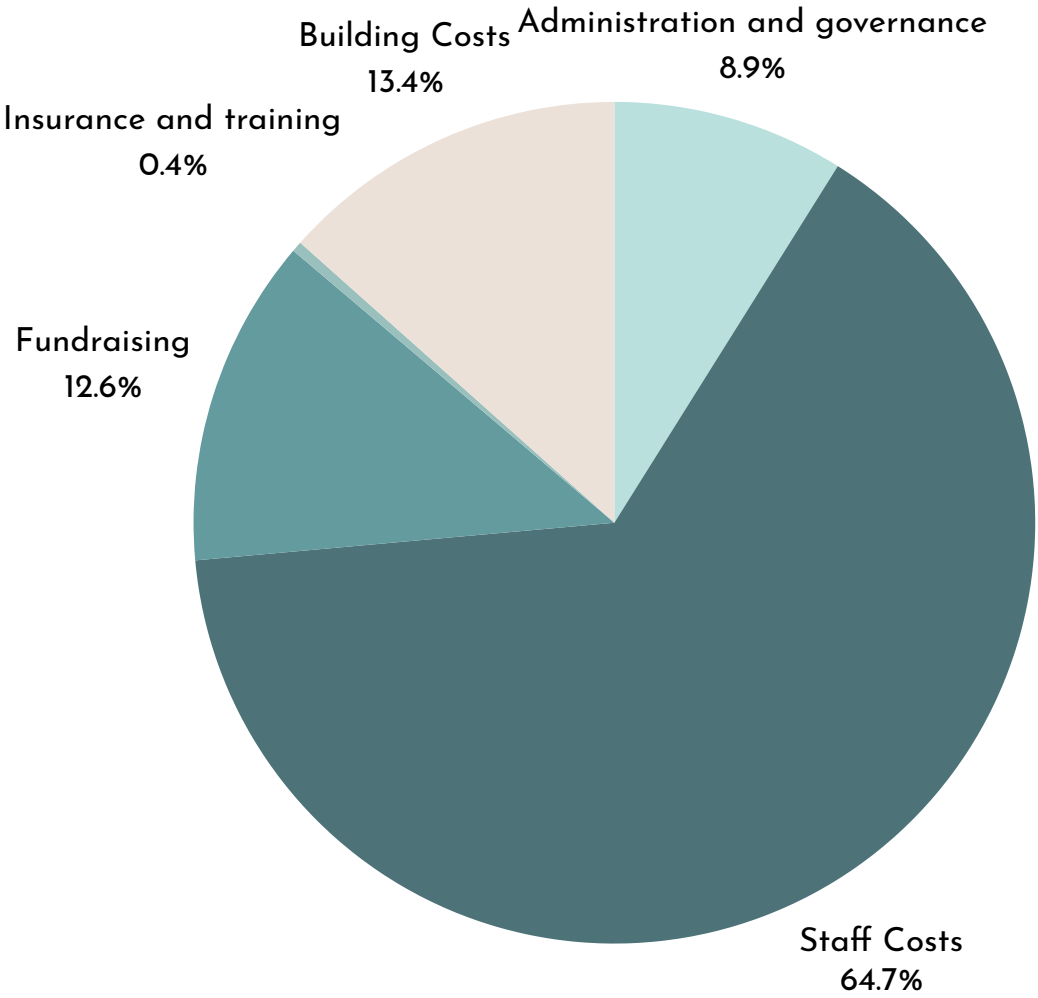


Income for FY 23/24 was higher than budgeted, primarily due to successful efforts against our fundraising strategy and support from local Grant Making Trusts. We continue to receive our regular individual donations, as well as receiving substantial increases in funding received from Grant Making Trusts within the financial year and beyond.

Budgeted Income: £86,844
Actual Income: £88,992

Financial Review

Expenditure



Expenditure for FY 23/24 was higher than budgeted due to an in-year increase in staff hours to meet the growing needs of our service users and employing a Fundraising Manager. Staff costs remain the largest expense for the charity.

Budgeted Expenditure: £77,093
Actual Expenditure: £80,705

Financial Review

Charity Growth

Income and Expenditure since charity was founded.

We continue to monitor the effectiveness of our fundraising strategy and adapting this to external factors which may impact our funding sources. We will also continue to seek partnerships with other stakeholders supporting young people, children and families.

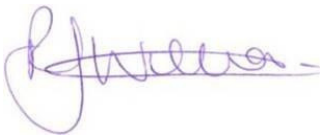
Financial Statements

Headroom Young People's Charity Receipts and payments accounts FOR THE PERIOD OF 01/08/2023 TO 31/07/2024				
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
RECEIPTS				
Donations and gift aid	11,264	-	11,264	10,449
Gift aid	1,062	-	1,062	1,943
Charitable work	-	1,275	1,275	120
Grants	30,300	32,331	62,631	16,150
Corporate donations	-	-	-	1,000
Donations for premises	10,800	-	10,800	10,800
Statutory bodies	960	1,000	1,960	14,961
TOTAL RECEIPTS	**54,386**	**34,606**	**88,992**	**55,423**
PAYMENTS				
Administration and governance	7,205	-	7,205	4,785
Staff costs	29,381	22,726	52,107	39,458
Fund raising	1,923	8,217	10,140	-
Training and affiliation costs	316	-	316	492
Insurance	137	-	137	122
Property costs	10,800	-	10,800	10,800
TOTAL PAYMENTS	**49,762**	**30,943**	**80,705**	**55,657**
NET OF RECEIPTS/(PAYMENTS)	**4,624**	**3,663**	**8,287**	**(234)**
Transfers between funds	-	-	-	-
Cash funds last year end	9,223	17,703	26,926	27,160
CASH FUNDS THIS YEAR END	**13,847**	**21,366**	**35,213**	**26,926**

Trustee Declaration

The Trustees declare they have approved the annual report and financial statements for the year ending July 2024.

Signed on behalf of the charity's Trustees:



Rebecca Williams
Chair of Trustees
Date: 01/11/2024

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Headroom - Young People's Charity		
On accounts for the year ended	31 July 2024	**Charity no (if any)**	1190834
Set out on pages	Trustees Report pages 3 to 19 and CC16a return page 20.		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2024.

Responsibilities and basis of report

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

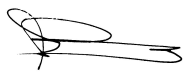
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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:		**Date:**	11-11-2024
Name:	Simon Pusey		
Relevant professional qualification(s) or body (if any):	Chartered Accountant		
Address:	Keith Graham, Chartered Accountants Suite 2 Wesley Chambers, Queens Road Aldershot Hampshire GU11 3JD		

headroom

YOUNG PEOPLE'S CHARITY

info@headroomcharity.co.uk

www.headroomcharity.co.uk

Suite 1 Wesley Hall
Barrack Road
Aldershot
GU11 3NP

facebook.com/HeadroomCharity

linkedin.com/company/HeadroomCharity

Charity No. 1190834

HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales - Charity number 1190834

Accounts

headroom

YOUNG PEOPLE'S CHARITY

Annual Report

2022 - 2023

Registered charity: 1190834

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Administration details

Headroom Young People's Charity

Registered charity 1190834
Address: Suite 1, Wesley Hall, Barrack Road, Aldershot, GU11 3NP
Bank: MetroBank, Chiswick House, Unit 1, Festival Way, Basingstoke
Website: www.headroomcharity.co.uk
Email: info@headroomcharity.co.uk
Phone: 07464 507974

Trustee Board

Rebecca Williams - Chair since August 2020
Simon Mahony - Service Delivery oversight and DSL since August 2020
Daniel Reilly
Callum Bowdrey-Roberts
Claire Rason
Doug Drinkwater
Sue Hickey - retired Jan 2023

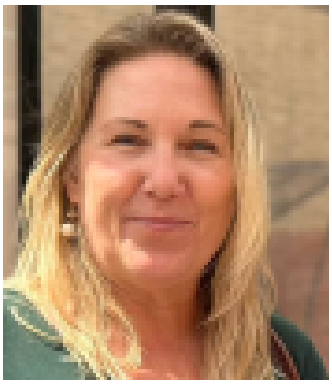
Staff Team

Sue Evans - CEO / Director of Services / Therapeutic Parenting Counsellor
Emma Henry - Youth Counsellor / Therapeutic Parenting Counsellor
Nicole Asghar - Disordered Eating Therapist
Ruth Harrison - Parents Counsellor
Gemma Ward - Young and Young Adults Counsellor
Pentronella Antemia - Charity Administrator
Sue Hickey - Financial Administrator

External Parties

Financial Services: Keith Graham Chartered Accountants Aldershot
Independent Examiner: Simon Pusey BA FCA

Foreward



Rebecca Williams

It's been an exciting and productive year for Headroom in Aldershot, with our team providing excellent specialist support to an increasing number of young people, parents, and carers. Our referrals are rising over 100% year-on-year, indicating a growing community need for services addressing complex challenges like anxiety, depression, and trauma, often linked to neurodiversity.

We remain committed to delivering the highest quality support, but we're aware of our growing waiting lists. Our new fundraising strategy, developed by our expanded trustee team, aims to develop a targeted operating model which will enable us to offer 50% more sessions, secure sustainable funding, and strengthen our governance framework. We will be adopting initiatives including group work, increased counsellor hours, and expanding our social media presence for greater awareness of Headroom.

To address our lower income streams, due to cuts in Government funding, the cost-of-living crisis, and a greater demand for funding from grant-making trusts, we're hiring a part-time fundraiser to support and broaden our fundraising activities. As trustees, we are excited about the coming 12 months and our levels of motivation are high to continue this journey and ensure the very best outcomes for our young people and their familes.

Rebecca Williams
Chair of Trustees

> "I'm so grateful that we found you. I really don't know where we would be now without the care and support for me and J from you both. J is back to his normal self and I have learnt so much from you. Thank you, I really can't thank you enough."

Mum of a 16-year-old son with Austism Spectrum Condition

Our Delivery

71

Young Persons supported in

474

sessions

50

Parents supported in

392

sessions

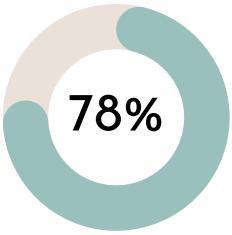
J, aged 15, has Autistic traits and wanted to talk about the difficulties he was experiencing with socialising, relationships and school. He was feeling dominated and even bullied by his close friend, causing him distress and angry feelings. He also often felt overwhelmed by school life.

His counsellor took time to ensure the sessions were manageable and focused on exploring the impact of the autistic traits on his world, and this affect on his capacity and emotional disregulation. Potential burnout was explored, so J learnt his triggers and how to plan to avoid this disabling issue, establishing a routine that was sustainable.

Over 12 sessions, J learnt what did and did not work for him, what he needed to feel comfortable and safe in different settings, and how to self-advocate to ensure his needs were met. He found the confidence to speak to his parents, tutors, and friends about the changes he needed to manage everyday demands. His angry outbursts diminished considerably, becoming less frequent and much less upsetting.

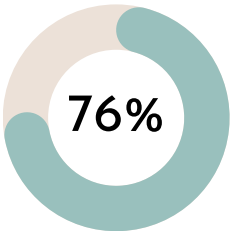
J has established "how-to-live" and believes in his right to ask for what he needs. He can plan his days according to his own capacity and knows how to limit the risks to himself from shutdowns and burnout.

Our Clients



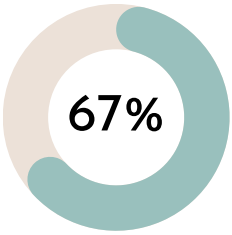
Special Education Needs

Those with Special Education Needs (SEN) are particularly vulnerable to issues with self-esteem and self-confidence, and can struggle to understand and assert their own specific needs to those around them. They typically suffer from being bullied, marginalised and feeling left behind by their peers. By using strength-based approaches, we support our young clients so they learn that their identity is not exclusively centred around their academic performance. We provide specialist support to their parents who often feel ill-equipped in their attempts to support their children with these needs.



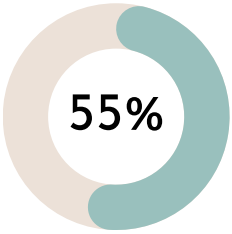
Mental Health

We work with all forms of mental ill health, the most common being anxiety - in all its forms. This varies from mild - where some targeted strategies can make a big difference - to severe, impacting on school attendance and normal everyday function. Approximately 38% have suffered some form of trauma in their lives; here, we have up-skilled as a team to ensure we use evidence-based programmes to reduce the impact of the trauma, successfully conquer their symptoms and help them live more stable lives.



ACEs

Adverse Childhood Experiences (ACEs) have a complex impact on our clients, who grow up trying to deal with, and recover from, all that has happened to them. We understand the impact that these can have on young peoples' life chances, and how it informs a range of behaviours - from challenging and risky to isolated and shut down. We look at the whole person and collaboratively address what is most important to that young client. We then agree an approach that meets them where they are, helping them to build resilience and capacity.



Neurodiverse

We recognise that neurodiversity is a potential factor in over 50% of our clients' issues. We have specialist knowledge of these conditions that include Autism Spectrum Condition, all types of ADHD, Dyslexia, Dyspraxia, and certain anxiety disorders. These conditions often go unidentified, undiagnosed and are much misunderstood, causing huge challenges for those attempting to live and study in settings that don't suit them. We have specifically designed programmes, written by experts -- many of whom are neurodiverse themselves, to support the specific needs of this cohort.

Age Breakdown

9
11 - 13

37
14 - 18

25
19 - 25

Service Update: Youth Counselling

Headroom has supported over 70 young people this year, of which 72% are under 18 years old, with increasingly complex issues.

64% referred to us had more than five adverse childhood experiences, such as the loss of a parent, family breakdown, domestic violence victims and other traumas.

19% had more than 10 ACEs

We experienced a 110% increase in the number of referrals we received, and growing numbers being signposted and referred from the local Children and Adolescent Mental Health Service (CAMHS).

All forms of anxiety disorders have been the dominant issue resulting in poor mental health, school avoidance and attendance issues.

The impact of our work can be profound and life changing, with 95% of young clients experiencing an average of 38% growth and positive change across competencies like emotional management, managing relationships, self-advocacy and self-determination. These competencies allow young people to better manage challenges and traumas, and grow in confidence.

Through our sessions, they learn what does and doesn't work for them, and how to put in effective boundaries, to keep themselves emotionally and physically safer. This in-turn allows young people the freedom to focus on their education and enjoy healthy social lives that help address feelings of isolation and depression.

> "Headroom has helped me think about what I needed to focus on, I've just finished some anger management counselling and I've learnt so much about myself. Now, I can go on to the Disordered Eating Service and sort out my bad eating habits without having to start again somewhere else."

21 year old non-binary young person

Service Update: Parenting Services

Parents Counselling Service

With the ongoing funding from Broadhurst Mental Health Charity, we have now been able to make this service a permanent part of our support for local families. Every one of the 19 parents receiving support from us this year has learnt how to manage their own mental health more effectively and demonstrate improved resilience and capacity to cope in positive and healthy ways. Our service enables parents to be more available for the needs of their children.

Evaluations showed an average of 33% growth across relevant competencies, including confidence in their parenting, improved boundaries and the quality of the relationships with their children - keeping families functioning in a healthy way and providing safer homes for children to thrive in.

Therapeutic Parenting Support

The growing need for this one-to-one service is apparent in a 36% increase in referrals year-on-year. This service represents over 40% of our work as a charity. Parents are facing the huge challenge of responding to the needs of their children with a complex range of issues, often including autism and ADHD. Parents often report that groups and parenting programs don't always give them the specific and focused answers they need for their unique family's challenges. Headroom recognises and embraces the need for this bespoke support for local families.

We work alongside social workers and Family Support Services as part of a multi-agency team and we are fully accessible to all parents by offering telephone, online and in-person support. Headroom works hard to support parents and represent their interests with schools, working together to manage sustainable timetables and avoiding exclusions wherever possible.

Often one or two of our sessions can make transformative changes to the family home. Our clients reported an average 58% improvement achieved across 14 areas of competency.

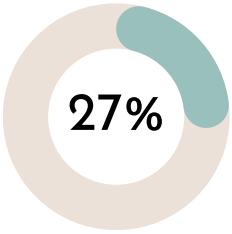
"For 10 years, I've been trying to get help for me and my two children; at last somewhere that really understands what I've been battling with, and gives me meaningful support for my situation and is on my side during meetings with the school.

It's been so hard, but now I don't feel like I'm the rubbish parent and I know what to focus on. The meltdowns have almost stopped, and the more we write down, as I was taught, the better we all function."

Mother of two autistic sons

Service Update: Anger Management

56% of our referrals to this specialist service have some form of neurodiversity, most commonly Austism and ADHD. We have made it our goal to continually up-skill in this area and have a solid understanding of these issues, which inform our specialist programmes for all neuro-types.

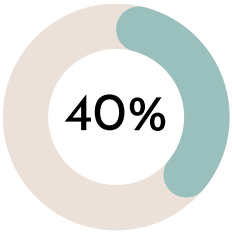


have anger management issues

At Headroom, we work hard to engage young people and ensure they feel welcome and understood. We made adaptations for them in all aspects of our service, and every young person who completes our programme benefits from significantly improved emotional intelligence.

We equip them with skills for self-management to avoid deteriorating mental health, school exclusions, family breakdown, anti-social behaviour, and escalations of aggressive or violent behaviours.

Service Update: Disordered Eating



have some form of disordered eating

Our Disordered Eating Service (DES) has entered its second year with 18 referrals, a year-on-year increase of 25%. The DES has supported another 10 young people aged between 14 and 22 years. The issues they face are often complex and we work continually to achieve a range of positive outcomes.

Self-evaluation scores indicate growth of 41% across all relevant competencies, resulting in more emotionally intelligent young people who are better able to understand the nature, roots and triggers of their disordered eating. Most learn how to moderate their negative beliefs and habits, and how to adjust over a period of months to healthier attitudes to food and eating. They can achieve stability and improved mental health.

Our service is held online, ensuring support is accessible for all regardless of location and any physical health or mobility issues. A proportion of those referred to Headroom benefitted from counselling support to address pre-existing issues and anxieties before progressing to this service, gaining further value from improved emotional intelligence and feeling prepared to switch their focus to food and eating.

Objectives and Activities

Our objectives for this year were:

- To target young people, aged 11-25, and their parents, who suffer from multiple and complex issues resulting in stuck situations and chaotic, dysfunctional home environments.
- To work closely with referring local agencies, including Children's Services and schools, to bring a therapeutically-informed approach enabling the team around the family to better understand how best to support and meet the needs of the family. Working together achieves breakthrough progress where previous interventions have failed.
- We target families with children who have behavioural management issues attempting to stay in education by working with schools to assert realistic and achievable plans for each young person to ensure they attend successfully and achieve.
- To promote understanding of the impact of learning disabilities and support parents dealing with the impact of Autism, ADHD and other forms of neurodiversity in growing adolescents.
- To increase our capacity and deliver more sessions to young people to meet the fast-growing need.
- To increase support for those on our growing waiting lists.
- To continue to up-skill as a team to fully understand the complexities of all forms of neurodivergence.

Our activities that addressed these objectives were:

- We achieved an incredible 61% increase in the number of young people and parents seen by us, through increasing hours worked by our counselling team and outputs in all areas. The Disordered Eating and Parents Counselling Services have ensured we are able to support more and grow our services to meet the need.
- Headroom delivered 474 sessions to young people, an increase of 41% year-on-year. We delivered 392 sessions to parents, an increase of 39% year-on-year. We achieved this by generally working smarter, assessing those waiting earlier and ensuring smooth and timely starts for new clients, adhering to our non-attendance policy.
- We attended over 100 Professional Team meetings for children and families this year to ensure young people's issues are fully understood by schools and support services. We promote the use of trauma informed and low arousal strategies with vulnerable young people in schools. Being present within a team ensures realistic goals are set and appropriate expectations are agreed by the whole team - thereby ensuring the young people can manage their environments and succeed.
- The whole team engaged in over 130 hours of specialist training around all forms of neurodiversity and working with young people and their parents with these issues. This included individual professional development and external clinical supervision hours, to further improve our understanding around, and therapeutic support for families and young people with these and other complex needs.

Supporters and Funders

Headroom continues to enjoy wonderful support from both local and national sources. We received much appreciated support from individual donators, making regular monthly contributions allowing us to predict and plan our income levels. We continue to enjoy support and contributions from six local councillors, via the HCC Grants schemes, and we have highly valued ongoing support from the Hampshire and Isle of Wight CCG for work with young people and their parents.

Headroom was awarded Rushmoor Rotary's Chairman's Charity of the Year and received a very generous contribution as a result. We also thank the trustees of the Aeonian Foundation, who contribute to show ongoing interest in and support for our work with young people.

Here is a complete list of all those who generously supported us this year:

M Roberts, A Wootton, G & S Fisher, Rushmoor Borough Council, Hampshire County Council, The National Lottery Community Fund, Garfield Weston, Broadhurst Mental Health Charity, Brackenwood Windows, HSIOW Community Grant, HIOW CCG, Rushmoor Rotary, Anton Jurgens Charitable Trust, Farnham Masons, The Aeonian Foundation, Rushmoor Rotary Club.

Impactful Issues

of our young people have school attendance issues

All those who were experiencing school attendance issues either felt their attendance issues were better understood by both their parents and schools, or they were able to negotiate a more sustainable attendance timetable.

of our young people experience some form of suicidation

All those experiencing suicidal thoughts and feelings felt this way less frequently and intensely, or that the feelings ceased altogether.

Those who had made suicide attempts ceased this behaviour, making no further attempts after receiving therapy from our counsellors.

Policies and Procedures

Headroom Young People's Charity has the following policies and procedures:
Safeguarding Children and Young People; Safeguarding Vulnerable Young Adults; Code of Conduct Conflicts of Interest Policy; Fair Processing of Data Policy; Equal Opportunities; Health and Safety; Lone Working; Finance Policy; Reserves Policy; Discipline & Grievance Procedures; Risk Management; Staff Supervision & Continuing Professional Development; Complaints; GDPR.

The protection and safeguarding of children and vulnerable adults is of utmost importance to the charity, and all trustees, staff and volunteers are DBS and reference checked before joining the organisation. DBS checks are then carried out every three years and everyone in the charity attends annual safeguarding training.

Stakeholders

Our service users are signposted or referred to us by local GPs, schools, Children's Services, Family Support Workers, CAMHS, health professionals, parents and via word-of-mouth. We work alongside health, social care and education to support the mental health and well-being of young people.

Financial Management

The financial management of the charity is overseen by the Chair of the Trustees, who reports to the Trustee Board on a regular basis. The administration of the accounts is undertaken by volunteer Sue Hickey and accountancy services/support are provided by Keith Graham Chartered Accountants. Our finance policy was reviewed in September 2022. The charity prepares its accounts on a receipts and payments basis.

Reserves Policy and Reserves

The charity's Reserves Policy is that:
The minimum level of reserves within the unrestricted fund will be the equivalent of three months operating costs, calculated and reviewed annually, or at such times where significant changes in regular expenditure occur. On 31st July 2023, unrestricted funds totalled £26,926.00. £16,500 is held as per the reserves policy, which leaves £10,426.00 as free reserves.

Risk Management

The Trustees have identified two key areas of risk for the charity:

- Staff capacity: there is a heavy reliance on a small team, and on the Operations Director to support fundraising activities.
- Income streams: There is a reliance on grant making trust applications for income.

These are discussed regularly and strategies have been put in place to mitigate these risks.

Trustee Expenses

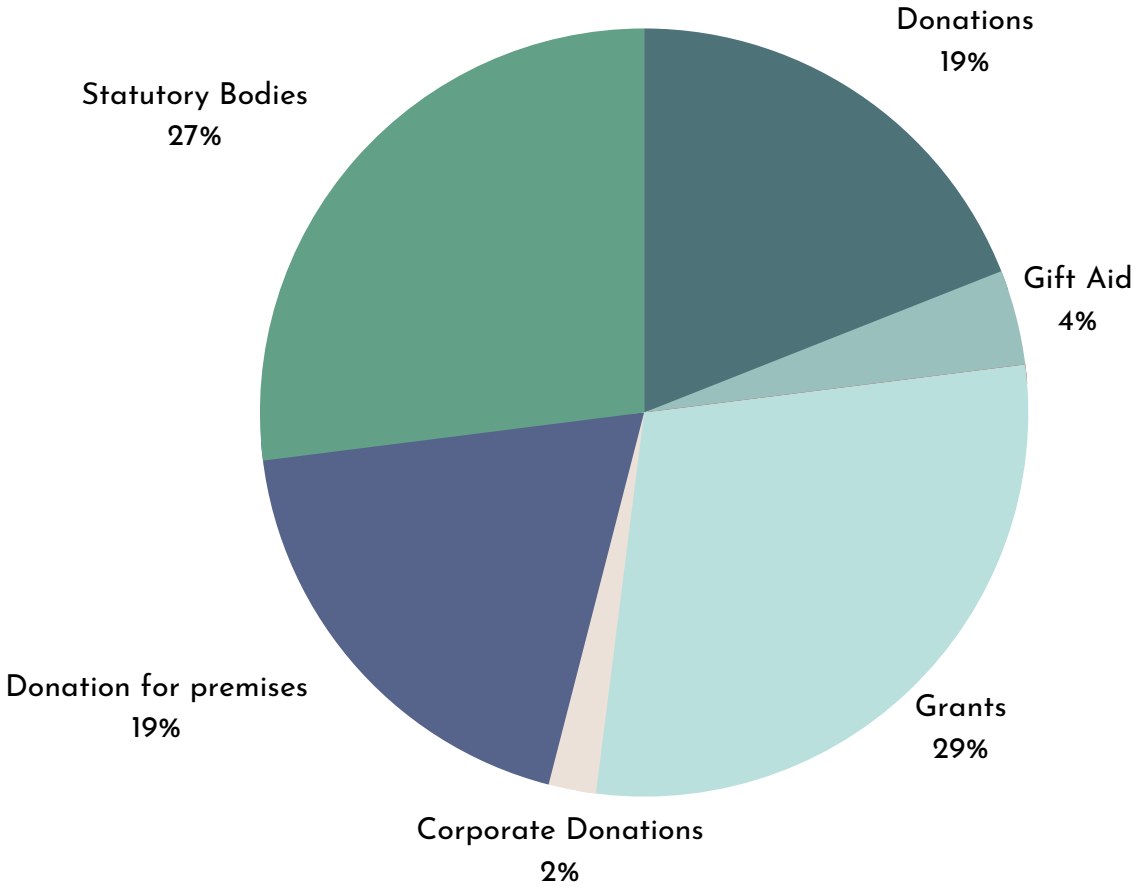
All of Headroom's trustees give their time on a voluntary basis. No expense claims have been made by the trustees.

Financial Review

Overview

Our fundraising strategy has been reviewed and updated to provide additional focus on corporate and individual donations, reducing the reliance on income from grant making trusts.

Income

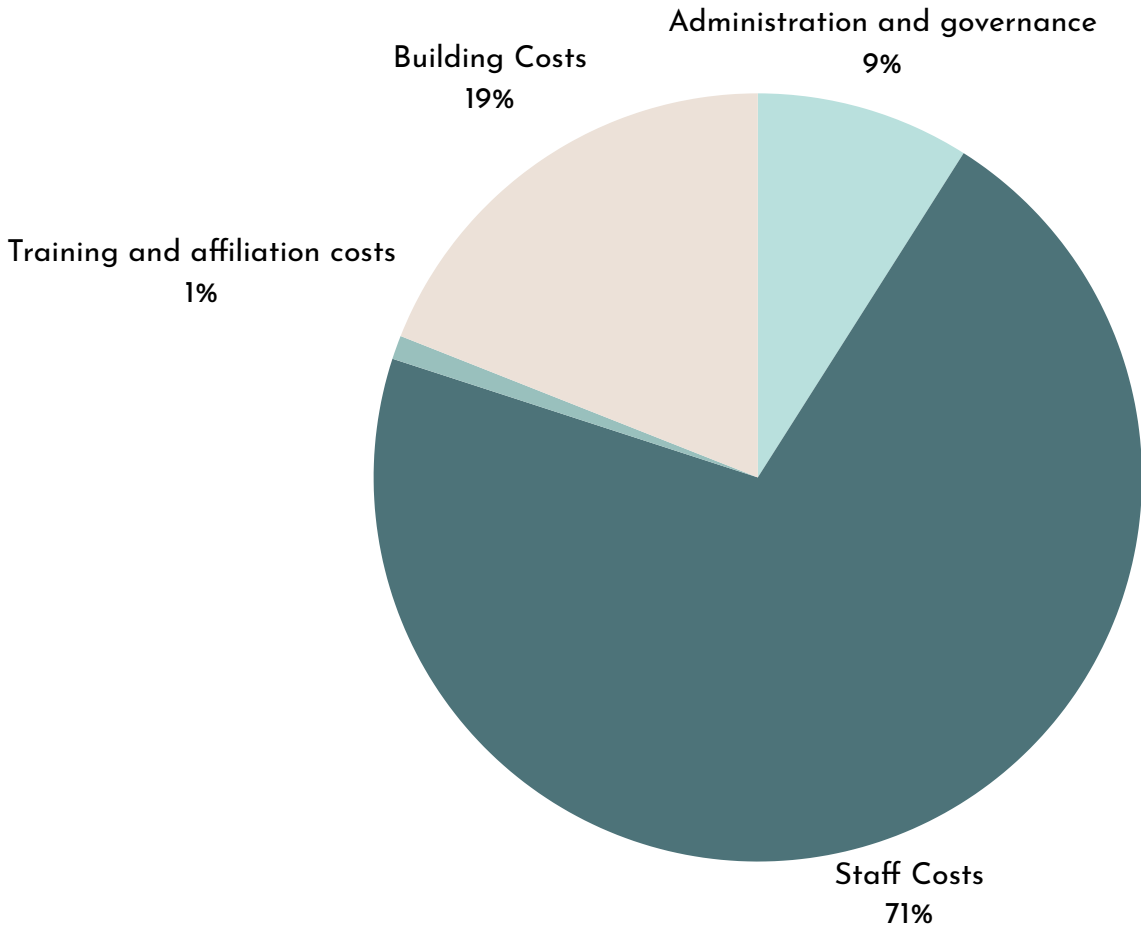


Income for FY 22/23 was less than budgeted, due in part to the shifting of focus for Grant Making Trusts towards initiatives working to address the post Covid-19 issues, the cost-of-living crisis or supporting refugees. We continued to receive our regular individual donations, as well as funding from Statutory Bodies, Grant Making Trusts and Corporate Donations. We saw a decrease in funding from local schools, who have previously procured training from our specialist counsellors.

Budgeted Income: £58,000
Actual Income: £55,423

Financial Review

Expenditure



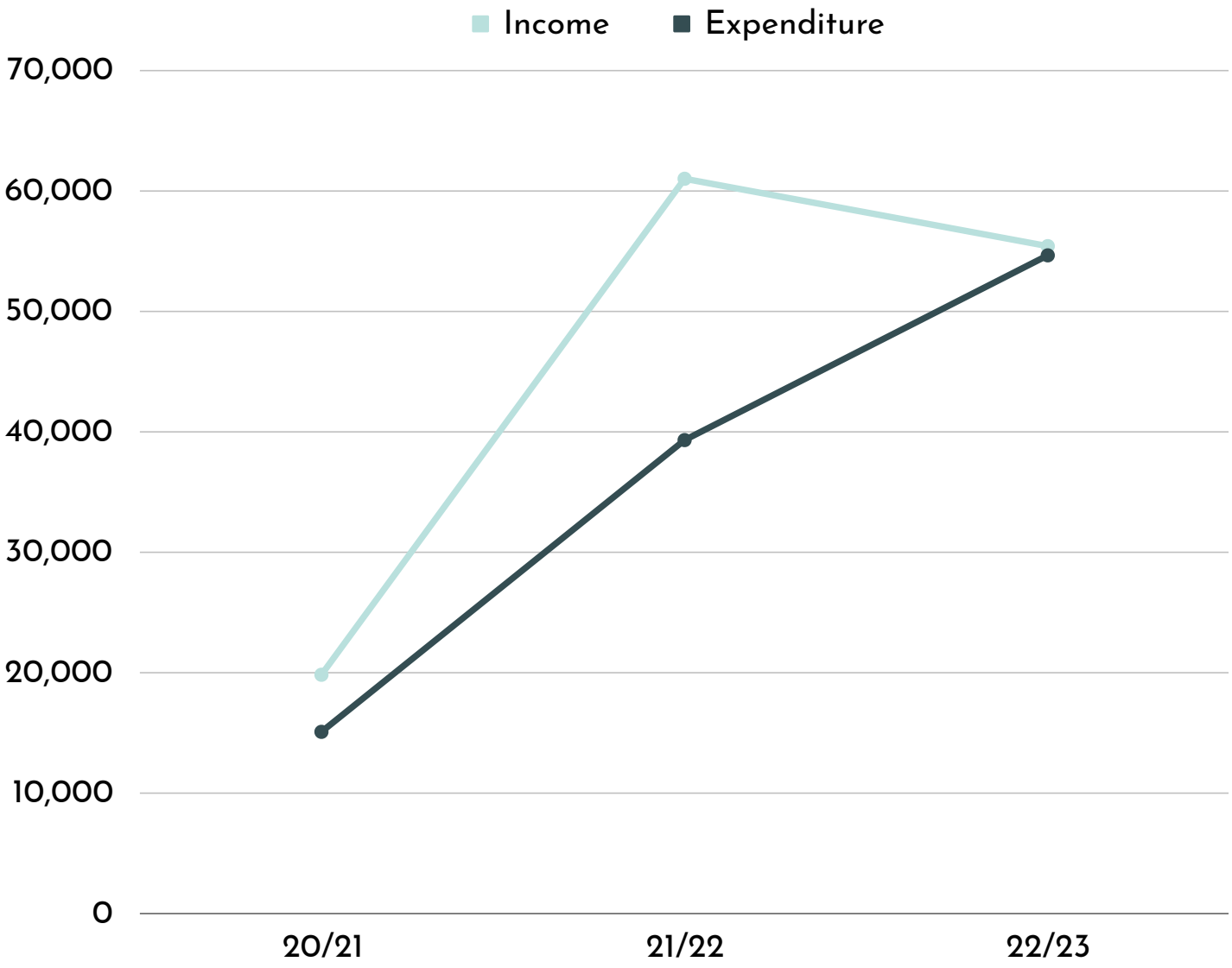
Expenditure for FY 22/23 was less than budgeted despite increasing staff hours to meet the growing needs of our service users. Staff costs remain the largest expense for the charity.

Budgeted Expenditure: £57,017
Actual Expenditure: £54,657

Financial Review

Charity Growth

Income and Expenditure since charity was founded.



Our fundraising strategy has been reviewed and updated to provide additional focus on corporate partnerships and individual donations, reducing the reliance on income from grant making trusts. We will also seek to work in partnership with stakeholders supporting young people, children and families.

Financial Statements

Headroom Young People's Charity Receipts and payments accounts FOR THE PERIOD OF 01/08/2022 TO 31/07/2023				
	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
RECEIPTS				
Donations and gift aid	10,449	-	10,449	12,929
Gift aid	1,943	-	1,943	-
Charitable work	120	-	120	3,400
Grants	10,750	5,400	16,150	35,300
Corporate donations	1,000	-	1,000	-
Donations for premises	10,800	-	10,800	9,500
Statutory bodies	2,461	12,500	14,961	-
TOTAL RECEIPTS	**37,523**	**17,900**	**55,423**	**61,129**
PAYMENTS				
Administration and governance	4,092	693	4,785	2,331
Staff costs	23,119	16,339	39,458	23,641
Fund raising	-	-	-	376
Training and affiliation costs	492	-	492	458
Insurance	122	-	122	122
Property costs	10,800	-	10,800	11,074
TOTAL PAYMENTS	**38,625** **(1,102)**	**17,032** **868**	**55,657** **(234)**	**38,002** **23,127**
NET OF RECEIPTS/(PAYMENTS)				
Transfers between funds	-	-	-	-
Cash funds last year end	10,325	16,835	27,160	4,033
CASH FUNDS THIS YEAR END	**9,223**	**17,703**	**26,926**	**27,160**

Trustee Declaration

The Trustees declare they have approved the annual report and financial statements for the year-to-year end July 2023.

Signed on behalf of the charity's Trustees:

Rebecca Williams
Chair of Trustees
Date: 16/12/2023

headroom

YOUNG PEOPLE'S CHARITY

info@headroomcharity.co.uk

www.headroomcharity.co.uk

Suite 1 Wesley Hall
Barrack Road
Aldershot
GU11 3NP

facebook.com/HeadroomCharity

linkedin.com/company/HeadroomCharity

Charity No. 1190834

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Headroom - Young People's Charity		
On accounts for the year ended	31 July 2023	**Charity no (if any)**	1190834
Set out on pages	Trustees Report pages 3 to 16 and CC16a return page 17.		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2023.

Responsibilities and basis of report

As the charity's trustees, 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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:		**Date:**	
Name:	Simon Pusey		
Relevant professional qualification(s) or body (if any):	Chartered Accountant		
Address:	Keith Graham, Chartered Accountants Suite 2 Wesley Chambers, Queens Road Aldershot Hampshire GU11 3JD		

CHARITY COMMISSION FOR ENGLAND AND WALES

Headroom Young People's Charity	1190834

Receipts and payments accounts

CC16a

For the period from	01/08/2022	To	31/07/2023

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations and gift aid	10,449	-	-	10,449	12,929
Gift Aid	1,943	-	-	1,943	-
Charitable work	120	-	-	120	3,400
Grants	10,750	5,400	-	16,150	35,300
Corporate Donations	1,000	-	-	1,000	-
Donation for premises	10,800	-	-	10,800	9,500
Statutory Bodies	2,461	12,500	-	14,961	-
	-	-	-	-	-
***Sub total** (Gross income for AR)*	37,523	17,900	-	55,423	61,129
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	37,523	17,900	-	55,423	61,129
A3 Payments					
Administration and governance	4,092	693	-	4,785	2,331
Staff Costs	23,119	16,339	-	39,458	23,641
Fund raising	-	-	-	-	376
Training and affiliation costs	492	-	-	492	458
Insurance	122	-	-	122	122
Property Costs	10,800	-	-	10,800	11,074
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	38,625	17,032	-	55,657	38,002
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	38,625	17,032	-	55,657	38,002
Net of receipts/(payments)	(1,102)	868	-	(234)	23,127
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	10,325	16,835	-	27,160	4,033
Cash funds this year end	9,223	17,703	-	26,926	27,160

Section B Statement of assets and liabilities at the end of the period

B1 Cash funds

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	Cash Year End	9,223	17,703	-
		-	-	-
		-	-	-
	Total cash funds	**9,223**	**17,703**	**-**
	(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets

Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		-	
		-	
		-	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval

Signature: Becky Williams (Nov 6, 2023 12:04 GMT)

Email: becky.williams@headroomcharity.co.uk

Signature: Daniel Reilly (Nov 1, 2023 09:30 GMT)

Email: daniel.reilly@headroomcharity.co.uk

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Headroom - Young People's Charity		
On accounts for the year ended	31 July 2023	**Charity no (if any)**	1190834
Set out on pages	Trustees Report pages 3 to 16 and CC16a return page 17.		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2023.

Responsibilities and basis of report

As the charity's trustees, 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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:	Simon Pusey	**Date:**	2/1/2024
Name:	Simon Pusey		
Relevant professional qualification(s) or body (if any):	Chartered Accountant		
Address:	Keith Graham, Chartered Accountants Suite 2 Wesley Chambers, Queens Road Aldershot Hampshire GU11 3JD		

HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales - Charity number 1190834

Accounts

CHARITY COMMISSION FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A Independent Examiner's Report

Report to the trustees/ members of	Headroom - Young People's Charity		
On accounts for the year ended	31 July 2022	**Charity no (if any)**	1190834
Set out on pages	Trustees Report pages 1 to 17 and CC16a return pages 18 and 19.		

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/07/2022.

Responsibilities and basis of report

As the charity's trustees, 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 which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did 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:		**Date:**	
Name:	Simon Pusey		
Relevant professional qualification(s) or body (if any):	Chartered Accountant		
Address:	Keith Graham, Chartered Accountants		
	Suite 2 Wesley Chambers, Queens Road		
	Aldershot Hampshire GU11 3JD		

Section B	Disclosure
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	

HEADROOM - YOUNG PEOPLE'S CHARITY

England & Wales - Charity number 1190834

Accounts

headroom

YOUNG PEOPLE'S CHARITY

Annual Report

20/21

Who we are

Headroom is a new independent Charity, founded in April 2020, formally registered on 20th August 2020 to provide therapeutic support to local young people 11- 25 yrs old and their parents and/or carers.

They are:

- Suffering poor mental health
- Victims of trauma and high number of Adverse Childhood Experiences
- Often neurodiverse with either diagnosis or traits of Autism, ADHD, ADD, Dyslexia, Dyspraxia, high Anxiety
- Demonstrating dysfunctional, challenging and /or aggressive behaviours
- Experiencing difficulties with and rejection from family and mainstream schools
- Vulnerable to educational and social exclusion
- At high risk of exploitation and offending behaviour.

Our Support

Our support is based on a systemic approach and our team has a particular specialism in working with clients with issues listed above, often suffering from historic or current domestic abuse at risk of developing long term mental health issues.

The decision to respond to this need was informed by local services identifying increasing pressures on families linked to COVID 19 pandemic restrictions, and it's ongoing aftermath. Including impact on young people's mental health alongside recognition of the impact of the decline of local youth based services, in particular therapeutic services.

Our vision is to engage these hard to reach young people, build rapport through a range of styles including "walking and talking" using creative and sometimes non verbal approaches to invite meaningful and honest reflection and exploration of what needs to change and break dysfunctional cycles of behaviour. To restore stability and support emotional resilience enabling young people to thrive and achieve their full potential.

invite a meaningful and honest reflection and exploration of what needs to change and break dysfunctional cycles of behaviour

Our Objectives

To launch and establish Headroom Young People's Charity as a provider of high quality therapeutic services for young people and their parents and carers

To target young people aged 11-25 and their parents who suffer from multiple and complex issues resulting in stuck situations and chaotic, dysfunctional home environments.

To work closely with referring local agencies inc. Children's Services and schools to bring a therapeutically informed approach enabling the Team around the family to better understand how best to support and meet the needs of the family and together achieve breakthrough progress where previously interventions had failed.

To use our 18 years of expertise delivering anger management counselling to educate young people and parents alike how to improve their emotional intelligence, resilience and management in the home and beyond, hence reducing child to parent domestic abuse, anti social behaviour and address the isolation inherent in angry y/p.

We target families with children with behavioural management issues attempting to stay in education by working with school to assert realistic and achievable plans for each y/p to ensure they attend successfully and achieve.

We aim to arrest family breakdown bring stability and sense of safety inside the family home and in doing so address the vulnerability of children and y/p to the draw of local gang related activities and consequent offending behaviour.

We promote the importance of mental well being of parents and carers

To promote understanding of the impact of learning disabilities and support parents dealing with the impact of Autism and other forms of neurodiversity in growing adolescents.

Our Accomplishments
vs
Our objectives

1 Target vulnerable young people & parents facing a range of disadvantages.

Our various referrers have understood well who our support is aimed at and we have been able to accept almost all 80 + referrals with the exception of 2 so far!

2 Impacting on stuck and or escalating situations at home with regard to dysfunctional and often violent behaviour between family members.

Out of the 24 families we have worked with, challenged by these issues, 21 have seen either a massive improvement or a halting altogether of aggressive behaviours and chaotic lifestyles. The remaining 3 we're still working with.

3 Work closely with referring agencies where we are part of a multi agency team around a young person and their family.

We enjoy positive working relationships with all local schools and organisations and believe our involvement with 11 local schools and colleges has informed more realistic, detailed and better supported plans to support families that need reliable and appropriate advocacy.

Our Results

Young people

32	540
Young People Supported	**Sessions delivered to young people**

Parents

30	324
Parents Supported	**Sessions delivered to parents / carers**

Young person age breakdown: 19-25 yrs: 3 | 16-18 yrs: 15 | 14-15 yrs: 9 | 11-13 yrs: 5

We've directly supported 32 young people, delivering 540 sessions as well as 30 Parents delivering 324 sessions during our first year, initially seen via video link or telephone, then, as lockdown eased we began face-to-face sessions again. We're still offering all 3 types of counselling to ensure we remain as accessible as possible to both young people and parents alike.

Evidence of Success

We gather a wide range of data from those referred to us through our assessment process and ongoing regular evaluations with y/p of the support we provide.

The evidence below is from work delivered either directly to the y/p or through parenting support provided directly to those caring for adolescent children. We also provide simultaneous support to both adolescent and parents, maximising our input.

Child to parent domestic abuse

16 Families — 18 Families

Out of 18 families, 16 have seen significant reduction and for most, this has ceased altogether.

Those at risk of offending

6 Young People — 9 Young People

Out of 9 Young People, 6 are now significantly reduced risks, with 3 at a moderately reduced risk.

At risk of family breakdown

12 Young People — 14 Families

Out of 14 families, 12 significantly reduced the risk and have stayed together, 2 remain at risk.

Suicidation and Self Harm

15 Young People — 20 Young People

Out of 20 Young People (YP), 15 are significantly more stable since our support began.

Anger Management Issues

17 Young People — 19 Young People

Out of 19 Young People (YP) referred for support, 17 now demonstrate significantly improved self management, evidenced by an end to arguments or fights at home.

Deteriorating Mental Health

24 Young People — 27 Young People

Out of 27 Young People (YP), 24 have now stabilised, 20 have shown moderate to good improvement, managing their anxiety in more healthy and effective ways.

Promoting the need to protect parent's mental health by offering not just parenting support but counselling support as well to support those challenged with their own issues that are impacting on their ability to be the parents they want to be for their teenagers.

W, 18 Years Old

W was 18, he was Autistic and at college, he and his mum were getting into physical fights. We supported W by providing therapeutic mentoring by phone for 12 weeks and mum through weekly parenting support for 10 sessions. Mum learnt to understand W's condition and radically changed how she spoke to and parented W, seeing her approach was highly triggering to W. By the end of W's sessions he demonstrated how much he loved his mum and wanted to avoid escalations which were so distressing to both. He changed his mind-set and could walk away from situations to self -calm, encouraged and facilitated by mum.

Just one of our case studies

Quotes from those we have supported this year

My OCD ruled my life. Now I know where and how it all started and what happened to me I've started to feel differently about stuff, things are definitely getting easier.

V, 14 years old

I think I get myself more now, I know what I need to do and I don't have to fight everybody's fights for them anymore, I just can't be bothered.

K, 21 years old

I'm actually ok with being Autistic, I hated it when I first found out, and I think that was why I was so angry all the time. This(support) makes me think about myself differently and I've learnt I've just got to pace myself and not over do things.

V, 14 years old

I really liked talking to my counsellor and just feel better for getting stuff off my chest, now when I feel I need support I don't panic, I just ask myself what would my counsellor say to do, and then I do it.

K, 21 years old

Quotes from parents on next page

More Quotes from those we've supported

“

I think you're the only one I've spoken to in years that really gets this, I can't believe I didn't realise what the issues were, but it explains so much. Your help has made a massive difference in the house, almost no meltdowns and I've learned to stop stressing about everything and making things worse for him.

Parent to Son (15 yrs) with traits of Autism & ADHD but no diagnosis

“

I'm so glad school gave us your details, I was really struggling to know what to do about this situation, I was exhausted and J refused to see anyone. We've lowered our expectations for the moment, stopped pushing her and are working more closely with school, and I feel they understand more now. We've come up with a more realistic routine and I feel more in control of our situation and how best to respond when things get tough.

Parent to Daughter (16 Yrs) with Serious Anxiety

“

I used to dream of escaping, I was so lost. I've learnt so much about my son's needs, and had amazing support with the school too, I know they think I was just a troublesome parent. We've changed the way we do things a lot and I think everyone's benefited from more structure and less chaos at home, I can't thank you enough.

Parent to Child (12 yrs) with traits of Autism & ADHD

Data Analysis

What requirements?

Enabling us to identify future trends and needs of our clients, skill up in preparation where needed, and identify our areas of strengths.

Secure Contracts with Schools

What type?

Providing schools with accessible specialist therapeutic services to increase timely interventions for those struggling to attend school. To increase the proportion of funds we raise ourselves and reduce reliance on grant making organisations.

Goals for the next year

Increase Provision

How?

Through targeted fundraising to remunerate our therapists for more hours and attract more skilled therapists and mentors to meet the growing demand.

Reduce waiting time for most vulnerable individuals

How?

We must prioritise increasing the fantastic Headroom team so we can offer more support, faster, to those who need it most.

Impact & Value

Greatest impact of our work this year has been working with families and young people with various forms of neurodiversity, this can include conditions such as severe anxiety, Autism, ADHD, ADD, ODD, Dyslexia and Dyspraxia. Of the 60 families referred to us 24 had some form of these conditions in the adolescents in the family and sometimes their parents too. These conditions can often be missed or not emerge until adolescence, and can be much misunderstood, and so those caring in caring roles are often challenged to know how best to support this vulnerable group

As a charity Headroom specialises in both understanding and supporting those who are struggling with these issues and have demonstrated we really get it when it comes to improving y/p's self -awareness, self -determination and self-advocacy.

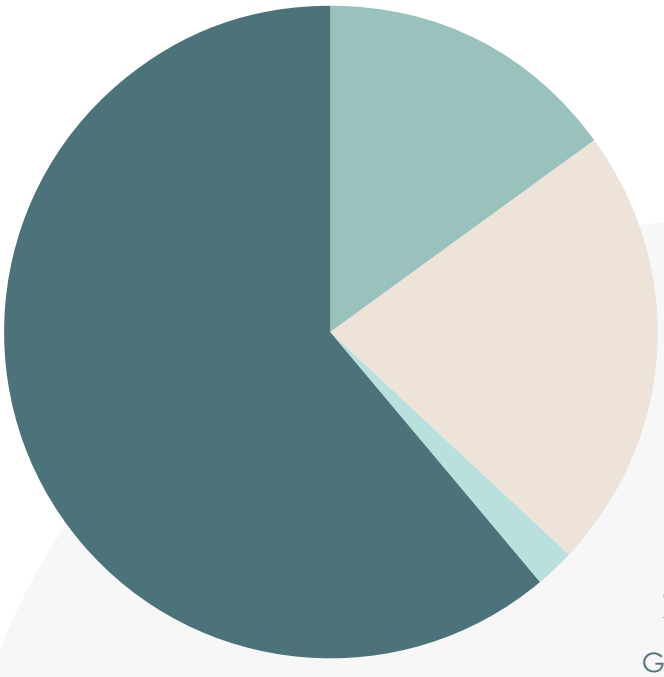
24 young people either directly or through working with their parents have benefited from our specialist support. This means Young People are able to understand themselves and their specific needs, their capacity, make some key changes to their lifestyle, learn to function at a pace that's sustainable, feel safe and perform in school, college or at work. They also start to understand when they need to step away from activity that drains them.

Key Takeaways

- A proven track record of quality theraputic services for young people with invaluable support for their parents
- Highly experienced team all of whom have been working therapeutically with these client groups for over 10 years.
- Committed to a multi agency approach to therapeutically inform processes around families with complex needs.

Financial Breakdown

Total Income: £19,125



15%
Donations

22%
Chargeable Work

2%
Gift Aid
Amazon Smile

61%
Grants & Bids from Funding Applications

Total Expenses: £13,734

90%
Salaries

4%
Insurance, Professional Membership, Supervision, DBS

4%
Petrol, Utilities, Mobile Phone, Stationary

2%
Website, I.T

Teams

The Headroom Team

Petronella Antemis

Qualified Children's & Adolescent's Counsellor

Sue Evans

Operations Director, Specialist Anger Management & Parenting Support

Steve Glaister

Qualified Counsellor & Therapeutic Mentor

Emma Henry

Young People's Counsellor & Anger Management Specialist

Ruth Harrison

Placement Parents Counsellor

Gemma Ward

Placement Young People's Counsellor

Nicole Asghar

Placement Young People's Counsellor Specialising in Neurodiversity

Trustees

Ivan Whitmee

HR, Policies & Procedures

Rebecca Williams

Marketing, Systems, Website, Social Media

Simon Mahony

Therapeutic oversight, Safeguarding

Sue Hickey

Finance & Accounts

Brian Hickey

Data Support

Support

Volunteer Support

Youth Volunteer

Olivia Critchley

As part of her Duke of Edinburgh Award

Voluntary Web Design & Development

Oli Evans & Curtis Williams

Agitate Digital Ltd

Accounting Support

Saraya Taylor

Donators & Funders

Police Crime Commission

7 Stars Foundation

Magdalen Hospital Trust

Fleet Rotary

Rushmoor Rotary

Waitrose

Arnold Clarke Foundation

Fernhill School

3 Counties Windows

Ross Evans

Jan & Julian Messent

L & C Brandts

CHARITY COMMISSION FOR ENGLAND AND WALES

Headroom Young People's Charity	1190834

Receipts and payments accounts

CC16a

For the period from	1/8/2020	To	31/07/2021

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations	3,366		-	3,366	-
Chargeable work	4,160		-	4,160	-
	-	-	-	-	-
Grants	-	11,600	-	11,600	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total *(Gross income for AR)*	7,526	11,600	-	19,126	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	7,526	11,600	-	19,126	-
A3 Payments					
Salaries	-	12,078	-	12,078	-
Utilities	-	800	-	800	-
Insurance	-	122	-	122	-
Cost of Charitable activities	-	1,238	-	1,238	-
IT and website	-	855	-	855	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	15,093	-	15,093	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	
	-	-	-	-	
Sub total	-	-	-	-	-
Total payments	-	15,093	-	15,093	-
Net of receipts/(payments)	7,526	- 3,493	-	4,033	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	7,526	- 3,493	-	4,033	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		1,961	3,500	-
		-	-	-
		-	-	-
	Total cash funds (agree balances with receipts and payments account(s))	1,961	3,500	-
		Agreement Error	Agreement Error	OK

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-

	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval
	S. Hickey	S. Hickey	6/5/22