

BOURNEMOUTH SPEAR TRUST

England & Wales · Charity number 1191197

Details

Status Registered

Legal form CIO

Registered 2020-09-08

Register [View on the Charity Commission register](#)

Contact

Address St. Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

Phone 01202241077

Email hello@spearbournemouth.org

Website <https://www.lovechurch.org.uk/spear>

Activities

Objects: THE OBJECTS OF THE CIO ARE FOR THE BENEFIT OF THE PUBLIC AND WITHIN A CHRISTIAN ETHOS, TO ACT AS A RESOURCE FOR YOUNG PEOPLE BETWEEN THE AGES OF 16 TO 24 LIVING IN AND AROUND BOURNEMOUTH BY PROVIDING ADVICE, ASSISTANCE AND SUPPORT, EDUCATIONAL PROGRAMMES AND OTHER ACTIVITIES AS A MEANS OF:A) HELPING YOUNG PEOPLE ADVANCE IN LIFE BY DEVELOPING THEIR SKILLS, CAPACITIES AND CAPABILITIES TO ENABLE THEM TO INTEGRATE INTO AND PARTICIPATE IN SOCIETY AS INDEPENDENT, MATURE AND RESPONSIBLE INDIVIDUALS;B) ADVANCING EDUCATION;C) RELIEVING UNEMPLOYMENT, ENABLING YOUNG PEOPLE TO GENERATE A SUSTAINABLE INCOME AND BE SELF-SUFFICIENT;D) PROVIDING RECREATIONAL AND LEISURE TIME ACTIVITIES PROVIDED IN THE INTEREST OF SOCIAL WELFARE, DESIGNED TO IMPROVE THEIR CONDITIONS OF LIFE.

Activities: Bournemouth Spear Trust acts for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in and around Bournemouth by providing advice, assistance and support, educational programmes and other activities.

Classification

- **How:** Provides Services
- **What:** Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People With Disabilities

Geography

- Bournemouth

Finances

Period end	Income	Expenditure	Assets	Employees
2025-08-31	£88,964	£94,008	-	-
2024-08-31	£127,082	£133,064	-	-
2023-08-31	£89,297	£97,730	-	-
2022-08-31	£135,669	£113,898	-	-
2021-08-31	£88,421	£86,413	-	-

Trustees

Name	Role	Appointed
Jonathan Pascall	Chair	2020-09-08
Carlton Geake		2020-09-08
James Peter Carnegie		2024-01-10
Mandy Bond		2024-01-10
Rev Timothy Matthews		2020-09-08

BOURNEMOUTH SPEAR TRUST

England & Wales - Charity number 1191197

Accounts

Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 5 – 1 September 2024 to 31 August 2025

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Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 1st September 2024 to 31st August 2025

Bournemouth Spear Trust is a registered Charitable Incorporated Organisation (number 1191197).

Principal and registered office: St Swithun's Church, Gervis Road, Bournemouth, BH1 3ED

Telephone: 01202 241077

Email: hello@spearbournemouth.org

During the year, the following served as trustees of the charity:

- Mr Jonathan Pascall (Trustee since September 2020, Chair of Trustee Board since May 2022)
- Rev Timothy Matthews (Vicar of Lovechurch, Trustee since September 2020)
- Mr Carlton Geake (Trustee since September 2020)
- Mrs Mandy Bond (Trustee since January 2024)
- Mr James Carnegie (Trustee since January 2024)
- Ms Kate Oliver (Trustee May 2023 to May 2024)
- Rev Glenn Prince (Trustee August 2023 to January 2025)

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner: Sue Wintle, 27 Bascott Road, Wallisdown, Bournemouth, Dorset BH11 8RJ

Introduction

Bournemouth Spear Trust is a charity that was set up by members of the congregation of Lovechurch in September 2020.

The Spear Programme is based at St. Swithun's Church, located in one of the top 20% most deprived neighbourhoods in the UK. Most Spear participants come from the five most deprived neighbourhoods in Bournemouth, Christchurch and Poole (BCP) - West Howe, Townsend and Strouden, Boscombe, Somerford, and Rossmore. According to the Office for National Statistics (ONS), over half of BCP households experience deprivation in at least one key area—whether it's employment, education, health, or overcrowded housing. One of the most heartbreaking effects of this deprivation is child poverty. In 2022, research from End Child Poverty revealed that nearly 19,000 children in the BCP area were living in poverty—almost a quarter of all children. These children start life at a disadvantage, and too often, they stay there.

Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and support and organising educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
- b) advancing education;*
- c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
- d) providing recreational and leisure time activities provided in the interest of social welfare designed to improve their conditions of life.*

Structure, Governance and Management

Bournemouth Spear Trust (BST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of people living or working locally to Bournemouth. During this financial period, the trustees, chaired by Mr Jonathan Pascall, met on 7 occasions. Topics discussed and addressed by the trustees, included finances, fundraising, staffing, strategic planning and partnership arrangements with Resurgo and Lovechurch.

Any person who is willing to act as a trustee and who would not be disqualified from acting, may be appointed to be a trustee by a decision of the trustees. Although there are no specific BST policies or procedures relating to the recruitment, induction and training of trustees, in practice, trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity, and trustees are encouraged to access online training and workshops provided by Resurgo and the Charity Commission for England and Wales.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Day-to-day decision-making relating to BST's specific charitable activities is delegated to Trustees with relevant knowledge, skills and experience working in collaboration with BST staff appointed to oversee these activities.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, safeguarding, health and safety and other matters.

BST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in September 2020, it has worked closely with Resurgo Trust. Resurgo Trust is a charity founded through St Paul's Church in Hammersmith in

2003. Resurgo aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it has developed the Spear programme for young people. Resurgo continues to provide BST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme.

Key Relationships

BST believes that relationships are critical to its continuing success. BST's staff provide continuing skill and dedication in developing fruitful relationships in the community to support the work of Spear. Lovechurch provides invaluable support via the expertise and time of its staff and members, as well as donated office space. Lovechurch has provided donated training space since Spear moved from initially being presented online during the Covid-19 pandemic to being presented in person with effect from September 2021. The generosity of BST's corporate and local authority partners, volunteers and individual donors is hugely appreciated, as well as their connections into job opportunities for the young people on the Spear programme.

Public Benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

Objectives and Activities

Spear Bournemouth supports young people facing the most challenging barriers to work, including educational failure, a criminal record and poor mental health. Spear is a 12-month programme of support, beginning with a foundation phase of intensive coaching run by friendly and experienced coaches, during which the trainees are led through a series of work-readiness topics, with a strong emphasis on attitudinal and soft skills coaching, alongside practical training such as writing a good CV and mock interview practice. These foundation weeks are followed by twelve months of support for each candidate to help them find a job and succeed in work.

The Spear work readiness indicators are:

- Attitude
- Confident communication
- Professional behaviour
- Self-leadership
- Mindfulness of others

To achieve its objective, BST has maintained a strong relationship with its partner Resurgo to raise adequate funding, to recruit and retain suitably qualified and trained staff, and to publicise the work of BST and the Spear programme.

BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

During the current financial year, BST employed three staff until April, and currently employs two

full-time staff at its Spear Centre, each with a background in youth work, training and education for young people. They receive regular training from Resurgo. The relationship with Resurgo is further strengthened through regular formal and informal meetings between individual BST trustees and Resurgo staff.

In order to identify young people most in need of the Spear Programme, Bournemouth Spear works in partnership with local referrers. This includes publicising the courses directly at local Job Centres and also to local service professionals such as targeted youth support teams, youth justice and social services, charities, hostels, apprenticeship providers, education providers and organisations who can make referrals. Local business, civic and charitable figures are invited to the Spear Celebration events held at the end of each programme, many of whom attend and subsequently have championed Spear, referred young people to the programme, volunteered on the programme or provided financial support.

BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, guests at the external career panel, and hosts for company visits or work experience placements.

Opportunities such as these, facilitating networking between business professionals and trainees, are vitally important, as these two recently published reports show.

"The State of Global Teenage Career Preparation", a report published in May 2025 by the Organisation for Economic Co-operation and Development (OECD), shows that across OECD countries, students are now expressing very high levels of career uncertainty, confusion and considerable anxiety about their career preparation. The education plans of students are more strongly shaped by social background than by academic performance. Wider longitudinal research shows that participation in career development activities is positively associated with better employment outcomes. However, the report shows that too few students in most countries are engaging in activities which are most strongly related with better transitions. In particular, young people are not getting enough guidance in crucial fields which connect them with employers and people in work. You can read the full report here

[The State of Global Teenage Career Preparation | OECD](#)

The latest "Youth Jobs Gap" report published by Impetus in May 2025, drills down into the groups in our communities who are most at risk of neither earning nor learning. Young people from a poorer background who have special educational needs and disabilities (SEND) who also have fewer than five GCSEs are three times more likely than average to be out of work or education.

But none of this is inevitable, as the report goes on to say. With the right support, all groups of young people can thrive and succeed – and **the Spear Programme is highlighted as an intervention that really works to change the story for young people in these groups**. Young people who take part in the Spear Programme move into employment at twice the national rate, showing that Spear gets more young people into work and gets them there quicker. You can read the full report here

[Impetus Youth Jobs Gap - Exploring compound disadvantage](#)

In light of this kind of context, along with the achievements and performance recorded in the next section, Trustees feel confident of the importance and value of continuing to support young people through Spear into year 6, even though it is increasingly difficult to secure funding through grants or other avenues.

Achievements and Performance

Bournemouth Spear Trust prides itself on providing transformative training for the young people on our programmes, and delivering impressive results. In April 2025, the 25th Bournemouth Spear celebration took place, and over 320 young people have now participated in Spear Foundation courses delivered by BST since April 2021.

BST ran six Spear programmes during this financial period (1 September 2024 to 31 August 2025). The total number of participants on these courses was 83, of whom 69 (83%) successfully completed the programme. The 14 trainees who did not complete the programme either dropped out, or the coaches assessed they were not sufficiently work ready to move into their year of support, and they were invited to join a future programme. Spear Bournemouth continues to maintain a rate of over 75% of young people who undertake the course still being in work or education a year later.

Impact studies carried out by the Department for Work and Pensions' (DWP) Employment Data Lab using key identifying information, alongside data from the DWP, the Department for Education and HMRC, demonstrate that there is a significant difference in the long-term prospects of someone who does Spear compared to someone who doesn't. Across Spear centres nationally, of a random sample of 954 trainees who took part in the Spear Programme alongside a comparison group made up of real-life individuals on the DWP database, the study revealed taking part in the Spear Programme reduces the likelihood of being NEET by 20% after a year. The results concluded if all NEET young people received support as effective as Spear, their number could be reduced by 130,000 which could fill more than 10% of the vacancies in the economy. This verification of Spear's effectiveness gives BST even more confidence moving into Spear Bournemouth's sixth year. You can read the full impact report here [2023-Impact-Report.pdf \(resurgo.org.uk\)](https://resurgo.org.uk/2023-Impact-Report.pdf)

Some perspectives on Bournemouth Spear from those who have participated in, interacted with and supported the programme during the year:

A Job Centre work coach referrer expressed, "My colleagues and I are ever grateful to be able to refer young people on to Spear. We have found it increasingly difficult over the last few years to find projects for young people in BCP that are easily accessible, do not require a cost commitment or do not have complicated eligibility criteria. Since Spear Bournemouth launched, I have seen many young people go through the programme and develop essential employability skills, but most importantly, confidence and a belief in their abilities. The celebration event is always an inspiring event to attend, seeing how much they have grown over the 6 weeks and how much more hopeful for their future they are".

During each course, trainees are given the opportunity to practice being interviewed for a role they are interested in applying for by volunteer mock interviewers. These sessions are not only highly valued by trainees, but discussions amongst the volunteer mock interviewers, their observations and suggestions, contribute to recognising opportunities to develop the interviewers' personal skills and introduce improvements to interview afternoon arrangements and the experience for trainees

A **volunteer mock interviewer** observed, *“Although each interview afternoon follows the format of briefing, interviews, feedback and debrief, I am struck by how you as coaches, adapt to each group of trainees. I have interviewed a number of times and, just as each group has a very unique feel, so too does your approach to them”*

At the conclusion of each Foundation course, an event takes place to celebrate the trainees completing the initial phase of their year of support.

A **trainee** sharing their story at a celebration said, *“I've always found it very hard to ask for help in my life. But I'm happy to report tonight, that that's just the first thing in a very long list of changes that Spear has supported me to make in my life...”*

They are now in a role supporting other young people to get into work.

A **referrer** who attended a taster session alongside a young person with particularly high needs, told the Spear coaches, *“I am learning so much from the way you're interacting with [trainee]. It's amazing the benefit from experiencing Spear in action even just in one session”*

In February 2025, an event for **local employers** titled **The Gen Z Factor - Reinventing Work Together** was co-hosted by Spear and Pollen Careers at Patch Coworking Space in Bournemouth. This networking event brought together Spear trainees past and present with local businesses. Feedback from employers who attended the event included *“Excellent workshop Teams Spear and Pollen; thank you for some great insights into Gen Z and the future of the workplace”*

Pollen Careers is an equal opportunities careers community started in 2023 to break down the barriers people face when looking for an entry-level job. You can read more about Pollen here

[About Us | Pollen Careers](#)

An insight into where Bournemouth Spear Trainees are now:

Apprenticeships

Skills and Learning

Bournemouth and Poole College

University

Health and Care roles

Wessex Water

Work coach with Department of Work and Pensions

The BIC Bournemouth

Administration roles in local companies

Manufacturing roles in local businesses

Roles in the hospitality industry including Nando's, local hotels, Starbucks, various local restaurants and bars

Financial review

Funding from grants amounted to £64,706 for the financial year. Individual donations and other income for the financial year totalled £24,258. All funds received were unrestricted.

Expenditure in the financial year, all incurred in support of the charitable objectives, was £94,008, principally for staff salaries. Including £9,365 brought forward from the previous year, total funds carried forward amounted to £4,321.

Recognising the need to balance income and expenditure going forward, and aiming to keep 3 months' running costs as reserves, the trustees are aware that more funds need to be raised to enable this. The situation is monitored on a regular basis and fundraising to meet ongoing expenditure and maintain financial reserves is ongoing.

In September 2024, a contingency loan of £17,500 was received from Resurgo to underpin running costs in the short term if required. One instalment of £1,458 was repaid in February 2025. The balance of this interest free loan continues to be held in a savings account with CAF Bank.

The Trustees' responsibilities in relation to the financial statements

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

Given the recognised need locally, when finances permit, BST plans to return to running the Spear Centre with three staff members to afford greater numbers of young people the opportunity to access Spear. BST plans to continue the activities outlined above in the forthcoming years,

continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 05/11/2025 and signed on its behalf by:

A handwritten signature in blue ink, appearing to read 'JP', is centered within a light blue rectangular box.

Full name: Jonathan Pascall

Position: Chair of Trustees

Date: 05/11/2025

Independent examiner's report to the Trustees of Bournemouth Spear Trust

28th October 2025

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to trustees of Bournemouth Spear Trust, on accounts for the year ended 31st August 2025

Respective responsibilities of Trustees and examiner

The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
 - a. Proper accounting records are kept (in accordance with section 41 of the Act); and
 - b. Accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed...*Sue W*.....

Date... 28/10/2025.....

Sue Wintle ACIE
Association of Charity Independent Examiners
27 Bascott Road
Bournemouth
Dorset BH11 8RJ

Statement of financial accounts

Bournemouth Spear Trust

			Period ended 31-Aug-25	Previous Year 31-Aug-24
Receipts and payments	Unrestricted	Restricted	Total	Total
Receipts				
Grants	£ 64,706		£ 64,706	£ 89,731
Donations Received non gift aid	£ 13,468		£ 13,468	£ 29,533
Donations Received git aid	£ 7,517		£ 7,517	£ 6,300
Gift Aid received	£ 2,976		£ 2,976	£ 1,463
Investment Income (bank interest)	£ 297		£ 297	£ 55
	<u>£ 88,964</u>	<u>£ -</u>	<u>£ 88,964</u>	<u>£ 127,082</u>
Payments				
Partner Licence	£ -		£ -	£ 32,167
Trainee Supplies	£ 1,287		£ 1,287	£ 1,753
Stakeholder Engagement			£ -	£ -
Travelling	£ 1,739		£ 1,739	£ 1,737
Postage and Carriage	£ 4		£ 4	
Computer and Sofeware	£ 118		£ 118	£ 589
Mobile Charges	£ 1,119		£ 1,119	£ 971
Giving Platform	£ 99		£ 99	£ 108
Mileage Claims			£ -	£ 180
Refreshents	£ 300		£ 300	£ 312
Staff Welfare/Training			£ -	£ 975
Bank Charges	£ 60		£ 60	£ 60
Staff Salaries	£ 79,011		£ 79,011	£ 84,184
Employers Pensions	£ 6,199		£ 6,199	£ 6,368
Taxation	£ 100		£ 100	
Professional Fees	£ 3,972		£ 3,972	£ 3,660
	<u>£ 94,008</u>	<u>£ -</u>	<u>£ 94,008</u>	<u>£ 133,064</u>
Excess of receipts over payments	<u>(5,044)</u>	<u>£ -</u>	<u>(5,044)</u>	<u>(5,982)</u>
Transfers between funds				
Funds brought forward	£ 9,365	£ -	£ 9,365	£ 15,437
Funds carried forward	<u>£ 4,321</u>	<u>£ -</u>	<u>£ 4,321</u>	<u>£ 9,365</u>

Statement of Assets and Liabilities

Assets:	
CAF Gold bank account	£ 16,334
CAF Cash bank account	£ 4,029
	<u>£ 20,363</u>
Liabilities:	
Creditors	16,042
	<u>£ 4,321</u>

BOURNEMOUTH SPEAR TRUST

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Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and support and organising educational programmes and other activities as a means of:

- a) *helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
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- Mindfulness of others

To achieve its objective, BST has maintained a strong relationship with its partner Resurgo to raise adequate funding, to recruit and retain suitably qualified and trained staff, and to publicise the work of BST and the Spear programme.

BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

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In order to identify young people most in need of the Spear Programme, Bournemouth Spear works in partnership with local referrers. This includes publicising the courses directly at local Job Centres and also to local service professionals such as targeted youth support teams, youth justice and social services, charities, hostels, apprenticeship providers, education providers and organisations who can make referrals. Local business, civic and charitable figures are invited to the Spear Celebration events held at the end of each programme, many of whom attend and subsequently have championed Spear, referred young people to the programme, volunteered on the programme or provided financial support.

BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, guests at the external panel, hosts for company visits or work experience placements and facilitators for Spear Alpha, which commenced during 2023 for any past and present trainees who wish to attend.

Youth Employment UK recently released the Youth Voice Census 2024, the largest dataset of youth voice and insight in the UK, exploring the perspectives of more than 5,000 young people. The results are sobering, but reinforce why the work of Spear is so vital.

Some of the hard-hitting findings include that:

- three in five young people report feeling anxious about their daily life
- a third of young people journeying to work say they lack self-belief
- 49% of young people journeying to work say they do not understand the skills employers are looking for
- Just 10% of young people think they will be able to access a quality job where they live

The silver lining is that once young people get into work, they report finding it a welcoming and positive experience.

You can read the report in full here: <https://www.youthemployment.org.uk/youth-voice-census/results/>

In light of this kind of context, along with the achievements and performance recorded in the next section, Trustees feel confident of the importance and value of continuing to support young people through Spear into year 5, even though it is becoming increasingly difficult to secure funding through grants or other avenues.

Achievements and Performance

Bournemouth Spear Trust prides itself on providing transformative training for the young people on our programmes, and delivering impressive results. In June 2024, the 20th Bournemouth Spear celebration took place, and 256 young people have now participated in Spear Foundation courses delivered by BST since April 2021.

BST ran six Spear programmes during this financial period (1 September 2023 to 31 August 2024). The total number of participants on these courses was 92, of whom 74 (80%) successfully completed the programme. Recent follow up indicates that over 78% of Spear graduates who undertook the course in summer 2023 are still in work or education a year later.

A groundbreaking benchmarking study in 2019, the Longitudinal Education Outcomes (LEO) study, concluded that Spear trainees were over three times more likely to be in work or education three months after the programme compared to a control group.

In 2022, because of the high quality of data collected, Resurgo were approached to have the Spear programme evaluated by the Department for Work and Pensions' (DWP) Employment Data Lab. Using key identifying information, alongside data from the DWP, the Department for Education and HMRC, the Data Lab team were able to track the NEET outcomes two years later of 954 trainees who took part in the Spear Programme alongside a comparison group made up of real-life individuals on the DWP database. (The study included those who dropped off Spear or were asked to leave,

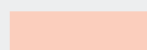
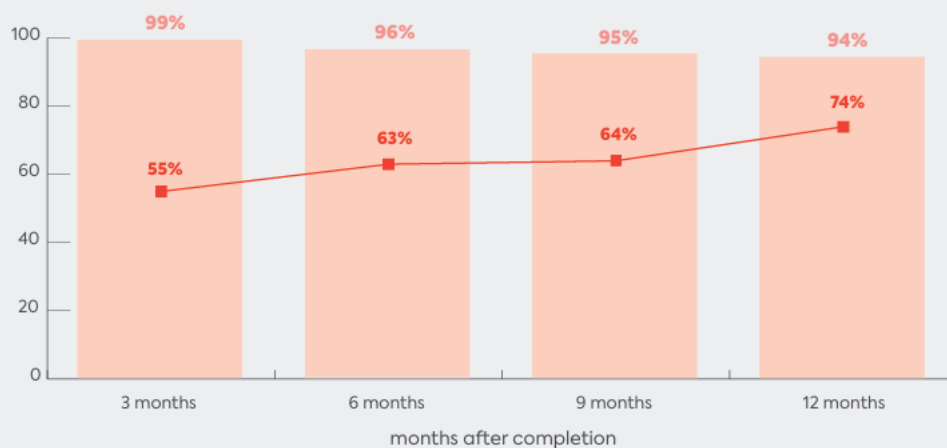
meaning the results are a true reflection, not positively skewed). The study revealed taking part in the Spear Programme reduces the likelihood of being NEET by 20% after a year. The results concluded if all NEET young people received support as effective as Spear, their number could be reduced by 130,000 which could fill more than 10% of the vacancies in the economy.

These impact studies demonstrate that there is a significant difference in the long-term prospects of someone who does Spear compared to someone who doesn't, and this isn't happening by chance. This verification of Spear's effectiveness gives BST even more confidence moving into Spear Bournemouth's fifth year. You can read the full impact report here [2023-Impact-Report.pdf \(resurgo.org.uk\)](https://resurgo.org.uk/2023-Impact-Report.pdf), which includes these outcomes:

Our outcomes ...

Sustaining work or education has a transformative impact on the future prospects for young people (see page 24 for more on this). For this reason, rigorous outcomes tracking is a central part of our impact methodology.

% of Spear Programme completers in education or employment



% of trainees with whom we are in touch:

We are in touch with almost every completer throughout the year after Spear Foundation, giving us huge confidence in our outcomes, and extraordinary insight into the effectiveness of the programme.

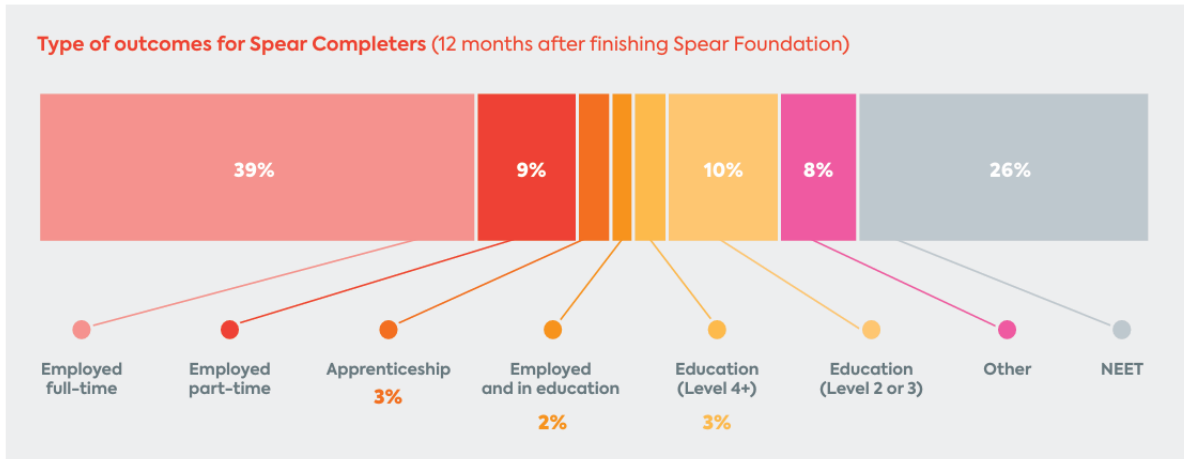


% of completers in education, employment or training:

The Spear Programme continues to be exceptionally effective at supporting young people into education or employment.

... at 12 months

The ongoing support our coaches give the young people after they complete Spear Foundation is crucial in sustaining outcomes for the long-term. This follow-up also gives us real insight into what the trainees are doing 12 months later, our key measure of success.



Why education?

The Impetus Youth Jobs Gap⁴ highlighted the difference in NEET rates between those who have five GCSEs A-C and those who don't. The difference is stark: **young people with low qualifications are twice as likely to be NEET as those with 5 GCSEs.** This means for some of the young people we work with, achieving a level 2 qualification needs to be a priority. Our coaches have built relationships with education providers to ensure trainees have access to courses which will maximise their chances of getting into sustainable work in the future.



74% of young people who completed Spear Foundation were still in work or education one year later

So what?

The benefits of being employed are numerous, and well-documented. Here are just a few.

For the individual



Financial security



Friendship



Purpose and satisfaction



Mental health



Routine



Increased life expectancy

For society



Reduction in re-offending



Improved social cohesion



Less deprivation



Boost to economy



These benefits are only true of a quality workplace.

That's why we partner with employers to place Spear trainees in great roles (see page 26 for more on our partnership with Nando's), and coach organisations to build workplace culture that is inclusive and supportive (see page 32).

In addition to all these benefits, we think employment serves as a measurable and sustainable proxy for other life-altering questions. Namely, is a young person taking responsibility for their life? Are they making choices that are good for their future, and the future of their peers? Do they recognise their value, self-worth, and place in society?

"Spear is more than just finding work and education. It's about discovering yourself and really believing in yourself, that you can do anything you put your mind to."

Zoya, Spear Bethnal Green

"We are not just ready for work. We are actually ready to start making long-lasting, sustainable changes in our lives and in the lives of the people around us. We are ready to take full responsibility for ourselves."

Tina, Spear Bournemouth

An example of the transformative power of Spear is a young person who completed the second ever Spear programme in Bournemouth in 2021. She contacted the Centre Manager to say how grateful she was for Spear; she is working full-time for a great company in London and she, her mother and brother have been able to move house as a result.

Spear Alpha commenced in July 2023, and continues for any current or past trainees who wish to attend. Numbers have grown steadily with up to 12 young people attending this weekly evening facilitated by volunteers from Lovechurch. Following attendance at Spear Alpha, a number of these young people have become active members of the Lovechurch community.

Bournemouth Spear in the words of those who have participated in and supported the programme during the year:

I'm very thankful for SPEAR for giving me a confidence boost and pushing me forward as I know the me at the start of this year was too scared and afraid to make the first steps. All the thanks to SPEAR and your support :) time really flew by *(trainee email to coaches)*

I am particularly impressed at how you as coaches, adapt to each group of trainees. I have interviewed a number of times and, just as each group has a very unique feel, so too does your approach to them *(volunteer mock interviewer feedback)*

We are not just ready for work. We are actually ready to start making long-lasting, sustainable changes in our lives and in the lives of the people around us. We are ready to take full responsibility for ourselves *(Bournemouth trainee feedback to impact research)*

What a special Spear celebration that was! From the Trust Chair's deep commitment shared in the welcome, through heart-melting trainee stories and interviews and affirmations, to the Centre Manager's brilliant wrap-up ... all book-ended by the amazing Wessex Chorus (with world-class chocolate brownies made by a former trainee) and another former trainee's DJ set, it was just the most precious, joyous evening! God bless everyone involved in this wonderful endeavour. *(BST supporter following the 20th Bournemouth Spear celebration)*

An insight into where Bournemouth Spear Trainees are now:

Apprenticeships

Skills and Learning

Bournemouth and Poole College

University

Care roles

The BIC Bournemouth

Administration and manufacturing roles in local businesses

Roles in the hospitality industry including Starbucks, Nando's, various local restaurants and bars

Financial review

Funding from grants amounted to £89,731 for the financial year. Individual donations and other income for the financial year totalled £37,351. All funds received were unrestricted.

Expenditure in the financial year, all incurred in support of the charitable objectives, was £133,064, principally for partner licence fees and staff salaries. Including £15,347 brought forward from the previous year, total funds carried forward amounted to £9,365.

Recognising the need to balance income and expenditure going forward, and aiming to keep 3 months' running costs as reserves, the trustees are aware that more funds need to be raised to enable this. The situation is monitored on a regular basis and fundraising to meet ongoing expenditure and maintain financial reserves is ongoing.

The Trustees' responsibilities in relation to the financial statements

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

BST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 16/01/2025 and signed on its behalf by:

A handwritten signature in blue ink, appearing to read 'JP', is centered within a light gray rectangular box.

Full name: Jonathan Pascall

Position: Chair of Trustees

Date: 16/01/2025

Independent examiner's report to the Trustees of Bournemouth Spear Trust

7th January 2025

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to trustees of Bournemouth Spear Trust, on accounts for the year ended 31st August 2024

Respective responsibilities of Trustees and examiner

The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
 - a. Proper accounting records are kept (in accordance with section 41 of the Act); and
 - b. Accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed...*SueW*.....

Date... 7/1/2025.....

Sue Wintle ACIE
Association of Charity Independent Examiners
27 Bascott Road
Bournemouth
Dorset BH11 8RJ

Statement of financial accounts

Statement of financial accounts

Bournemouth Spear Trust

	Period ended 31-Aug-24			Previous Year 31-Aug-23
Receipts and payments	Unrestricted	Restricted	Total	Total
Receipts				
Grants	£ 89,731		£ 89,731	£ 45,950
Donations Received non gift aid	£ 29,533		£ 29,533	£ 43,308
Donations Received gift aid	£ 6,300		£ 6,300	
Gift Aid received	£ 1,463		£ 1,463	
Investment Income	£ 55		£ 55	£ 39
	<u>£ 127,082</u>	<u>£ -</u>	<u>£ 127,082</u>	<u>£ 89,297</u>
Payments				
Partner Licence	£ 32,167		£ 32,167	£ 27,833
Trainee Supplies	£ 1,753		£ 1,753	£ 860
Stakeholder Engagement			£ -	£ 769
Travelling/Hotels	£ 1,737		£ 1,737	£ 1,350
Postage and Carriage			£ -	
Computer and Sofeware	£ 589		£ 589	£ 2,045
Mobile Charges	£ 971		£ 971	£ 966
Giving Platform	£ 108		£ 108	£ 54
Mileage Claims	£ 180		£ 180	
Refreshents	£ 312		£ 312	£ 247
Staff Welfare/Training	£ 975		£ 975	
Bank Charges	£ 60		£ 60	£ 60
Staff Salaries	£ 84,184		£ 84,184	£ 58,889
Employers Pensions	£ 6,368		£ 6,368	£ 4,237
Professional Fees	£ 3,660		£ 3,660	£ 420
	<u>£ 133,064</u>	<u>£ -</u>	<u>£ 133,064</u>	<u>£ 97,730</u>
Excess of receipts over payments	<u>£ (5,982)</u>	<u>£ -</u>	<u>£ (5,982)</u>	<u>£ (8,433)</u>
Transfers between funds				
Funds brought forward	£ 15,347	£ -	£ 15,347	£ 23,780
Funds carried forward	<u>£ 9,365</u>	<u>£ -</u>	<u>£ 9,365</u>	<u>£ 15,347</u>

Statement of Assets and Liabilities

Assets:

CAF Gold bank account	£ 21
CAF Cash bank account	£ 9,344
	<u>£ 9,365</u>

BOURNEMOUTH SPEAR TRUST

England & Wales - Charity number 1191197

Accounts

Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 3 – 1 September 2022 to 31 August 2023

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Independent Examiner's report	9
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Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 1st September 2022 to 31st August 2023

Bournemouth Spear Trust is a registered Charitable Incorporated Organisation (number 1191197).

Principal and registered office: St Swithun's Church, Gervis Road, Bournemouth, BH1 3ED

Telephone: 01202 241077

Email: hello@spearbournemouth.org

During the year, the following served as trustees of the charity:

- Mr Jonathan Pascall (Trustee since September 2020, Chair of Trustee Board since May 2022)
- Rev Timothy Matthews (Vicar of Lovechurch, Trustee since September 2020)
- Mr Carlton Geake (Trustee since September 2020)
- Mrs Alison Geake (Trustee since September 2020)
- Ms Kate Oliver (Trustee since May 2023)
- Rev Glenn Prince (Trustee since August 2023)
- Ms Margie Fielden (Trustee November 2020 to May 2023)

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner: Sue Wintle, 27 Bascott Road, Wallisdown, Bournemouth, Dorset BH11 8RJ

Structure, Governance and Management

Bournemouth Spear Trust (BST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of people living or working locally to Bournemouth. During this financial period, the trustees, chaired by Mr Jonathan Pascall, met on 12 occasions. Topics discussed and addressed by the trustees, included finances, fundraising, staffing and strategic planning.

Any person who is willing to act as a trustee and who would not be disqualified from acting, may be appointed to be a trustee by a decision of the trustees. There are no specific BST policies or procedures relating to the induction and training of trustees. However, in practice, trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Day-to-day decision-making relating to BST's specific charitable activities is delegated to Trustees with relevant knowledge, skills and experience working in collaboration with BST staff appointed to oversee these activities.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, safeguarding, health and safety and other matters.

BST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in September 2020, it has worked closely with Resurgo Trust. Resurgo Trust is a charity founded through St Paul's Church in Hammersmith in 2003. Resurgo aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it has developed the Spear programme for young people. Resurgo continues to provide BST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme.

Key Relationships

BST believes that relationships are critical to its continuing success. BST's staff provide continuing skill and dedication in developing fruitful relationships in the community to support the work of Spear. Lovechurch provides invaluable support via the expertise and time of its staff and members, as well as donated office space. Lovechurch has provided donated training space since Spear moved from initially being presented online during the Covid-19 pandemic to being presented in person with effect from September 2021. The generosity of BST's corporate and local authority partners, volunteers and individual donors is hugely appreciated, as well as their connections into job opportunities for the young people on the Spear programme.

Public Benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

Objectives and Activities

Bournemouth Spear Trust is a charity set up by members of the congregation of Lovechurch, and based at St Swithun's Church, Bournemouth to tackle youth unemployment in the Bournemouth Christchurch Poole area.

Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and support and organising educational programmes and other activities as a means of:

- a) *helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
- b) *advancing education;*
- c) *relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
- d) *providing recreational and leisure time activities provided in the interest of social welfare designed to improve their conditions of life.*

Spear Bournemouth supports young people facing the most challenging barriers to work, including educational failure, a criminal record and poor mental health. Beginning with six weeks of coaching run by friendly and experienced coaches, the trainees are led through a series of work-readiness topics, with a strong emphasis on attitudinal and soft skills coaching, alongside practical training such as writing a good CV and mock interview practice. These six weeks are followed by twelve months of support for each candidate to help them find a job and succeed in work.

The Spear work readiness indicators are:

- Attitude
- Confident communication
- Professional behaviour
- Self-leadership
- Mindfulness of others

To achieve its objective, BST has maintained a strong relationship with its partner Resurgo to raise adequate funding, to recruit and retain suitably qualified and trained staff, and to publicise the work of BST and the Spear programme.

BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

BST employs three staff at its Spear Centre, each with a background in youth work, training and education for young people. They receive regular training from Resurgo. The relationship with Resurgo is further strengthened through regular formal and informal meetings between individual BST trustees and Resurgo staff.

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BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, guests at the external panel, hosts for company visits or work experience placements and facilitators for Spear Alpha, which commenced during 2023 for any past and present trainees who wish to attend.

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BST ran six Spear programmes during this financial period (1 September 2022 to 31 August 2023). The total number of participants on these courses was 77, of whom 69 (89.6%) successfully completed the programme. Recent follow up indicates that over 79% of Spear graduates who undertook the course in summer 2022 are still in work or education a year later.

A groundbreaking benchmarking study in 2019, the Longitudinal Education Outcomes (LEO) study, concluded that Spear trainees were over three times more likely to be in work or education three months after the programme compared to a control group.

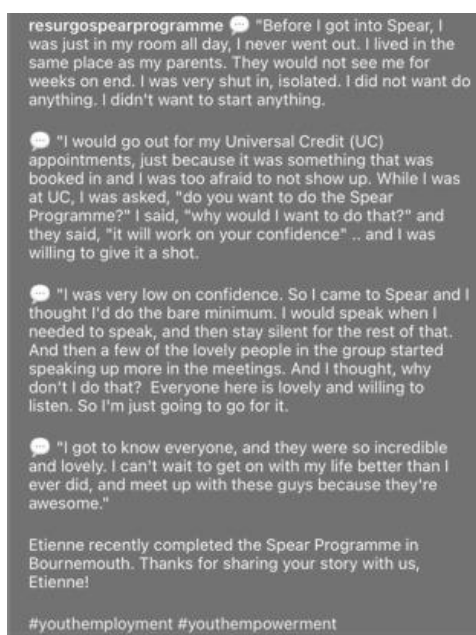
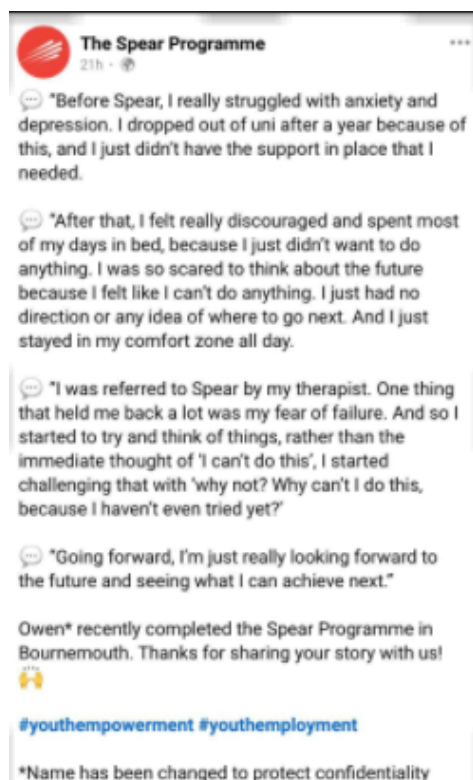
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These impact studies demonstrate that there is a significant difference in the long-term prospects of someone who does Spear compared to someone who doesn't, and this isn't happening by chance. This verification of Spear's effectiveness gives BST even more confidence moving into Spear Bournemouth's fourth year.

A young person who completed the second ever Spear programme in Bournemouth in 2021 recently contacted the Centre Manager to say how grateful she was for Spear; she is working full-time for a great company in London and she, her mother and brother have been able to move house as a result.

Spear Alpha commenced in July 2023 for any current or past trainees who wish to attend. Numbers have grown steadily with up to 12 young people attending this weekly evening facilitated by volunteers from Lovechurch.

Bournemouth Spear in the words of those who have participated in the programme during the year:



Resurgo social media posts (with names changed to protect confidentiality)

Ella describes her job transforming the lives of young people as nothing short of a privilege. 'It's really hard at times but the shifting of the narrative from despair to hope and self-belief is not something you get to see very often in life'

BST Centre Manager interview in www.dorsetbiznews.co.uk

I thought I'd drop you a message to say I've just had my first appointment with [name] since she completed Spear and WOW!!! What a difference in her appearance, confidence, how she comes across – everything! And THE EYE CONTACT!!!

Huge hats off to you guys for the transformation, she couldn't stop talking this afternoon and is so proud of herself and what she's achieved by being part of the programme.

Thanks for making my job easier

Job Centre referrer

Hi C, sorry I haven't thanked you for getting me into Spear, it has changed my life, I have been in contact with IT Career Switch for an apprenticeship course. When I come in today we can talk about it more.

Best regards, [name]

Trainee email to Job Centre referrer

We had 11 young people attend session 1 and all of them spoke out in front of the group and said they felt more confident already by the end!

One of the guys who came in today stayed behind to say to us 'I was dreading coming in today, but now I feel so happy that I pushed myself and did it, thank you for the opportunity'

BST Centre Manager report back

'I was really struck by how much impact the programme had on the young people and completely appreciate how this work goes such a long way in creating a more level playing field for those who have already experienced disadvantage. It's commendable and I'm happy that I could support the Bournemouth Spear programme'

Local business owner and BST supporter at celebration event

What stood out to me tonight was talking to the alumni & them sharing their stories of success. 'I got into college & I've left the abusive relationship I was when I did Spear. I'm now going out with a guy I met at Spear and he treats me so well & encouraged me to go to college'. God is shaping people's lives with hope through Spear.

BST Trustee

Spoke to one lovely guy who's just got a job at Starbucks Castlepoint. I asked him if Spear had helped. 'Helped?' he replied, staring at me as if I had two heads, 'Spear is WHY I have a job and I'm totally amazed, I never thought I could.'

BST Trustee

Spear Alpha is continuing (and growing - they had 12 young people on Monday!). There are challenging questions being asked but so much 'hope' and 'belonging' being expressed. One young person said it's the first time they've felt accepted in a church setting.

BST Centre Manager report back

An insight into where Bournemouth Spear Trainees are now:

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University of Lincoln

Care roles

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Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent

- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

BST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 19/01/2024 and signed on its behalf by:



Full name: Jonathan Pascall

Position: Chair of Trustees since May 2022

Date: 19/01/2024

Independent examiner's report to the Trustees of Bournemouth Spear Trust

11th January 2024

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to trustees of Bournemouth Spear Trust, on accounts for the year ended 31st August 2023

Respective responsibilities of Trustees and examiner

The trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. Which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
 - a. Proper accounting records are kept (in accordance with section 41 of the Act); and
 - b. Accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. To which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed...*Sue W*.....

Date... 11/1/2024.....

Sue Wintle FMAAT
Accounting Technician
27 Bascott Road
Bournemouth
Dorset BH11 8RJ

Statement of financial accounts

Statement of financial accounts

Bournemouth Spear Trust

			Period ended 31-Aug-23	Previous Year 31-Aug-22
Receipts and payments	Unrestricted	Restricted	Total	Total
Receipts				
Grants	£ 45,950		£ 45,950	£ 61,614
Donations Received - Non Gift Aid	£ 43,308		£ 43,308	£ 74,055
Investment Income	£ 39		£ 39	
	£ 89,297	£ -	£ 89,297	£ 135,669
Payments				
Partner Licencse	£ 27,833		£ 27,833	£ 27,500
Trainee Supplies	£ 860		£ 860	£ 442
Stakeholder Engagement	£ 769		£ 769	£ 827
Travelling/Hotels	£ 1,350		£ 1,350	£ 2,468
Postage and Carriage			£ -	£ 80
Computer and Sofeware	£ 2,045		£ 2,045	£ 2,588
Mobile Charges	£ 966		£ 966	£ 879
Giving Platform	£ 54		£ 54	
Mileage Claims			£ -	£ 44
Refreshents	£ 247		£ 247	£ 299
Staff Welfare/Training			£ -	£ 185
Bank Charges	£ 60		£ 60	£ 93
Staff Salaries	£ 58,889		£ 58,889	£ 73,517
Employers Pensions	£ 4,237		£ 4,237	£ 4,751
Professional Fees	£ 420		£ 420	£ 225
	£ 97,730	£ -	£ 97,730	£ 113,898
Excess of receipts over payments	£ (8,433)	£ -	£ (8,433)	£ 21,771
Transfers between funds				
Funds brought forward	£ 23,780	£ -	£ 23,780	£ -
Funds carried forward	£ 15,347	£ -	£ 15,347	£ 23,780

Statement of Assets and Liabilities

Assets:

CAF Gold bank account	£ 21
CAF Cash bank account	£ 15,326
	<u>£ 15,347</u>

BOURNEMOUTH SPEAR TRUST

England & Wales - Charity number 1191197

Accounts

Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 2 – 1 September 2021 to 31 August 2022

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Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 2 September 2021 to 31 August 2022

Bournemouth Spear Trust is a registered Charitable Incorporated Organisation (number 1191197).

Principal and registered office: St Swithun's Church, Gervis Road, Bournemouth, BH1 3ED

Telephone: 01202 241077

Email: hello@spearbournemouth.org

During the year, the following served as trustees of the charity:

- Mr Jonathan Pascall (Trustee since September 2020, Chair of Trustee Board since May 2022)
- Rev Timothy Matthews (Vicar of Lovechurch, Trustee since September 2020)
- Mr Carlton Geake (Trustee since September 2020)
- Mrs Alison Geake (Trustee since September 2020)
- Ms Margie Fielden (Trustee since November 2020)
- Mr Gregory Eland (Trustee September 2020 to May 2022)

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner: Sue Wintle, 27 Bascott Road, Wallisdown, Bournemouth, Dorset BH11 8RJ

Structure, Governance and Management

Bournemouth Spear Trust (BST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of people living or working locally to Bournemouth. During this financial period, the trustees met in person on 10 occasions. Topics discussed and addressed by the trustees, included finances, fundraising, staffing and strategic planning.

Any person who is willing to act as a trustee and who would not be disqualified from acting, may be appointed to be a trustee by a decision of the trustees. Mr Jonathan Pascall took over the role of Chair of BST from Rev Timothy Matthews in May 2022. There are no specific BST policies or procedures relating to the induction and training of trustees. However, in practice, trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter.

Day-to-day decision-making relating to BST's specific charitable activities is delegated to BST staff appointed to oversee these activities.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, safeguarding, health and safety and other matters.

BST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in September 2020, it has worked closely with Resurgo Trust. Resurgo Trust is a charity founded through St Paul's Church in Hammersmith in 2003. Resurgo aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it has developed the Spear programme for young people. Resurgo continues to provide BST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme.

Key Relationships

BST believes that relationships are critical to its continuing success. BST's staff provide continuing skill and dedication in developing fruitful relationships in the community to support the work of Spear. Lovechurch provides invaluable support via the expertise and time of its staff and members, as well as donated office space. Lovechurch has provided donated training space since Spear moved from being presented online during the Covid-19 pandemic to being presented in person with effect from September 2021. The generosity of BST's corporate and local authority partners, volunteers and individual donors is hugely appreciated, as well as their connections into job opportunities for the young people on the Spear programme.

Public Benefit

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

Objectives and Activities

Bournemouth Spear Trust is a charity set up by members of the congregation of Lovechurch, and based at St Swithun's Church, Bournemouth to tackle youth unemployment in the Bournemouth Christchurch Poole area.

Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

The object of the charity, as set out in its Governing Document, is:

...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and support and organising educational programmes and other activities as a means of:

- a) *helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
- b) *advancing education;*
- c) *relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
- d) *providing recreational and leisure time activities provided in the interest of social welfare designed to improve their conditions of life.*

In this financial year, BST successfully ran its six-week Spear programmes in person in cooperation with Resurgo Trust. Spear Bournemouth is for 16 to 24 year-olds from disadvantaged backgrounds not in education, employment or training (NEET). Building on the success of the Spear programme in London, it offers young people in Bournemouth Christchurch Poole the opportunity to challenge their mindset and improve their work readiness through providing free, interactive, six-week courses to help prepare them for and get them into employment, training or education. Spear exists to “ignite a vision of the possible” in NEET young people by focusing on the key issues that help them to succeed in work: attitude, confidence and qualification.

The Spear programme involves:

- Coaching to overcome barriers and challenge attitudes and behaviours
- Practical training such as writing a good CV and mock interview practice
- A year of support for each candidate to help them find a job and succeed in work

To achieve its objective, BST has maintained a strong relationship with its partner Resurgo to raise adequate funding, to recruit and retain suitably qualified and trained staff, and to publicise the work of BST and the Spear programme.

BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

BST employs three staff at its Spear Centre, each with a background in youth work, training and education for young people. They receive regular training from Resurgo. The relationship with Resurgo is further strengthened through regular formal and informal meetings between individual BST trustees and Resurgo staff.

In order to attract young people to the Spear course, BST staff and trustees publicise the courses directly at local Job Centres and also to local service professionals (including targeted youth support teams, youth justice and social services), charities, hostels, doctor surgeries, apprenticeship providers, education providers and organisations who can make referrals. Local business, civic and charitable figures have been invited to the Spear Celebration events held at St Swithun’s at the end of each six-week programme, many of whom attend and subsequently have championed Spear, referred young people to the programme, or have volunteered on the programme.

BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of

course participants, guests at the external panel and hosts for company visits or work experience placements.

Achievements and Performance

Bournemouth Spear Trust prides itself on providing transformative training for the young people on our programmes, and delivering impressive results.

BST ran six Spear Foundation programmes during this financial period (1 September 2021 to 31 August 2022). The total number of participants on these courses was 76, 68 (89%) of whom successfully completed the programme. Follow up indicates that since the first course of this financial period in September 2021, 65% of Spear Candidates were in employment, education or training after 3 months, 74% after 6 months, 78% after 9 months and 79% after 12 months. The overall objective is a success rate of 75%.

Ideally, six Spear Foundation programmes would see 90 young people participate. However, during 2022, one coach was severely impacted by Covid and the team was reduced to two coaches for an extended period. During this period the number of participants recruited was adjusted accordingly to enable the coaching team to continue to function effectively and provide participants with the full Spear experience.

The young people who engage with Spear often have a multitude of barriers holding them back from work. Many of the trainees who do Spear have 3 or more indicators of disadvantage including having mental health challenges, a criminal record, low educational attainment, family involved in crime and living in council or supported housing.

Bournemouth Spear in the words of those who have participated in the programme during the year:

My career advisor told me about Spear. At first it was on Zoom, during Covid; I'm not one to be on camera, so I promptly refused at first. A couple of months later [my Spear coach] asked me if I would like to join in person and I said yes – Spear Trainee

I was told about the Spear Programme at my first Universal Credit meeting and got a call the next day from one of the coaches inviting me to the first session – Spear Trainee

I'm surprised at how far I've come already...I've done things I never thought I'd do – Spear Trainee at the end of week 1

Coming here, to see people with similar views in a similar place, reminds you that you're not alone in this – Spear Trainee at the end of week 2

The feedback from my mock interviewer was absolutely invaluable, and I can't thank them enough for that – Spear Trainee

It's allowed me to see my potential and not only what it is I need to do to get to where I want to be in life, but that it is also possible to do so, and that I am able to – Spear Trainee

Spear has honestly been life changing for me and I am so glad I took a chance, no matter how scared I was of talking to other people – Spear Trainee

I'm feeling incredibly hopeful about the future for the first time in a very long time. It feels like doors are opening – Spear Trainee

The thing I'll be taking away most from Spear is the power mindset of 'I can do this'; because at the start I definitely wouldn't have been able to present like this – Spear Trainee

With all that I've learnt, I've already got myself a job in admin and I'll be going back to college to get my grades – Spear Trainee

Right now I've got a job at Lush and I am working in the bubbles department – Spear Trainee

I told the coaches that I wanted to be a bus driver and [Spear Coaches] managed to get me driving lessons which is great. I've had my first lesson and got my second tomorrow – Spear Trainee

To anybody who knows anyone who is struggling with anxiety, or motivation, or getting into work in general, I would definitely recommend and encourage them to join Spear as a trainee – Spear Trainee

I would recommend you sign up for the programme straight away - you won't regret it – Spear Trainee

You are ALL remarkable, coaches and trainees alike. What a joy to see those who start the course feeling hopeless, yet finish the 6 weeks speaking & acting with such confidence. - Spear Mock Interviewer

The celebration today was just the most fulfilling experience. These young people are amazing; their courage and how they overcome and have worked together supporting each other. I can see the impact Spear can have on lives and to get the 12 months support too is so valuable. Needless to say, I will be recommending you to colleagues and clients! - Bournemouth JCP work coach

An insight into where Bournemouth Spear Trainees are now:

Apprenticeships, Skills and Learning including a trainee who moved to London to take up an opportunity with Nology Tech

Bournemouth and Poole College

Care roles including one trainee who has recently been promoted to head of care

The BIC Bournemouth

Administration roles in local businesses

B&Q

Roles in the hospitality industry including Bubble Tea, Cosmo, Ice Cream Kiosk, various local restaurants and bars

Lush Cosmetics manufacturing facility

Financial review *(rounded figures based on the financial statements)*

Funding from grants amounted to £62,000 for the financial year. Individual donations and other fundraising for the financial year totalled £74,000. All funds received were unrestricted.

Expenditure in the financial year, all incurred in support of the charitable objectives, was £113,000, principally for two instalments of partner licence fees and staff salaries. Total funds carried forward amounted to £23,000 as a result.

The trustees aim to keep 3 months' running costs as reserves and are aware that more funds need to be raised to enable this. The situation is monitored on a regular basis and fundraising to meet ongoing expenditure and maintain financial reserves is ongoing.

The Trustees' responsibilities in relation to the financial statements

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

BST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 24/11/2022 and signed on its behalf by:



Full name: Jonathan Pascall

Position: Chair of Trustees since May 2022

Date: 6.12.22

Independent examiner's report to the Trustees of Bournemouth Spear Trust

23rd November 2022

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees of Bournemouth Spear Trust

On accounts for the year ended 31st August 2022

Respective responsibilities of trustees and examiner

The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that
 - a. proper accounting records are kept (in accordance with section 41 of the Act); and
 - b. accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: ...SueW...

Date: ...23/11/2022.....

Sue Wintle FMAAT

Accounting Technician

27 Bascott Road
Wallisdown
Bournemouth
Dorset
BH11 8RJ

Statement of financial accounts

Statement of financial accounts

Bournemouth Spear Trust

			Period ended 31-Aug-22	Previous Year 31-Aug-21
Receipts and payments	Unrestricted	Restricted	Total	Total
Receipts				
Grants	£ 61,614		£ 61,614	£ 86,631
Donations Received - Non Gift Aid	£ 74,055		£ 74,055	£ 1,790
Investment Income				
	£ 135,669	£ -	£ 135,669	£ 88,421
Payments				
Partner Licence	£ 27,500		£ 27,500	£ 55,000
Trainee Supplies	£ 442		£ 442	£ 160
Stakeholder Engagement	£ 827		£ 827	£ 18
Travelling/Hotels	£ 2,468		£ 2,468	£ 215
Postage and Carriage	£ 80		£ 80	£ 20
Computer and Software	£ 2,588		£ 2,588	£ 2,551
Mobile Charges	£ 879		£ 879	£ 1,218
Mileage Claims	£ 44		£ 44	£ 28
Refreshments	£ 299		£ 299	£ 101
Staff Welfare/Training	£ 185		£ 185	£ 5
Bank Charges	£ 93		£ 93	£ 55
Staff Salaries	£ 73,517		£ 73,517	£ 25,291
Employers Pensions	£ 4,751		£ 4,751	£ 1,279
Professional Fees	£ 225		£ 225	£ 471
	£ 113,898	£ -	£ 113,898	£ 86,412
Excess of receipts over payments	£ 21,771	£ -	£ 21,771	£ 2,009
Transfers between funds				
Funds brought forward	£ 2,009	£ -	£ 2,009	£ -
Funds carried forward	£ 23,780	£ -	£ 23,780	£ 2,009

Statement of Assets and Liabilities

Assets:	
CAF Gold bank account	£ 5,000
CAF Cash bank account	<u>£ 18,780</u>
	<u>£ 23,780</u>

BOURNEMOUTH SPEAR TRUST

England & Wales - Charity number 1191197

Accounts

Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 8 September 2020 to 31 August 2021

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Bournemouth Spear Trust
Annual Report and Financial Statements
Financial Year 8 September 2020 to 31 August 2021

Bournemouth Spear Trust is a registered Charitable Incorporated Organisation (number 1191197).

Principal and registered office: St Swithun's Church, Gervis Road, Bournemouth, BH1 3ED

Telephone: 01202 241077

Email: hello@spearbournemouth.org

During the year, the following served as trustees of the charity:

- Rev Timothy Matthew (Vicar of Lovechurch, Chair of Trustee Board since September 2020)
- Mr Jonathan Pascall (Trustee since September 2020)
- Mr Gregory Eland (Trustee since September 2020)
- Mr Carlton Geake (Trustee since September 2020)
- Mrs Alison Geake (Trustee since September 2020)
- Ms Margie Fielden (Trustee since November 2020)
- Mrs Elaine Baker (Trustee September 2020 to November 2020)

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Independent Examiner: Sue Wintle, Oak Accounting Ltd, 27 Bascott Road, Wallisdown, Bournemouth, Dorset BH11 8RJ

Structure, Governance and Management

Bournemouth Spear Trust (BST) is a Charitable Incorporated Organisation and is governed by a Board of Trustees who hold regular meetings. The Board is made up of people living or working locally to Bournemouth. During this financial period, the trustees met fortnightly during the set-up phase and then monthly. Topics discussed and addressed by the trustees, included finances, fundraising, staffing and strategic planning.

Any person who is willing to act as a trustee and who would not be disqualified from action, may be appointed to be a trustee by a decision of the trustees. Rev Timothy Matthews was the Chair of BST during this reporting period. There are no specific BST policies or procedures relating to the induction and training of trustees. However, in practice, trustees with relevant knowledge, skills or experience are appointed, for the effective administration of the charity.

Any decision of the trustees must be either by decision of a majority of the trustees present and voting at a quorate trustees' meeting, or when the majority of trustees have indicated to all the trustees by any means (including email) that they share a common view on a matter. During the start-up phase from September 2020 to March 2021, trustees met fortnightly. Since April 2021 full trustee meetings take place monthly.

Day-to-day decision-making relating to BST's specific charitable activities is delegated to BST staff appointed to oversee these activities.

The trustees have reviewed the major risks to which the charity is exposed and systems or procedures have been established to manage those risks. In particular, the charity has documented procedures and policies with regards to finance, safeguarding, health and safety and other matters.

BST looks to learn from and work in partnership with other organisations with experience relevant to its charitable activities. In particular, since its formation in 2020, it has worked closely with Resurgo Trust. Resurgo Trust is a charity founded through St Paul's Church in Hammersmith in 2003. Resurgo aims to stimulate significant social transformation in local communities by helping people facing serious social disadvantage to transform their situation. In particular, among its activities, it has developed the Spear programme for young people. Resurgo has provided BST staff with extensive training, ongoing support and course materials to enable them to conduct the Spear programme.

Key Relationships

BST believes that relationships are critical to its continuing success. BST's staff provide continuing skill and dedication in developing fruitful relationships in the community to support the work of Spear. Lovechurch provides invaluable support via the expertise and time of its staff and members, as well as donated office space. Lovechurch will provide donated training space when Spear moves from being presented online to being presented in person with effect from September 2021. The generosity of BST's corporate and local authority partners, volunteers and individual donors is hugely appreciated, as well as their connections into job opportunities for the young people on the Spear programme.

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The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have regard to the Charity Commission guidance on public benefit. The trustees regard BST's activities as manifestly for the public benefit in that there is an identifiable benefit to local young people, as described in this report.

Objectives and Activities

Bournemouth Spear Trust is a charity set up by members of the congregation of Lovechurch, and based at St Swithun's Church, Bournemouth to tackle youth unemployment in the Bournemouth Christchurch Poole area.

Although the Spear programme is non-proselytising, BST trustees are motivated by the desire to turn faith into practical action by living out God's love for people who are in need and marginalised. BST serves individuals and works with organisations of any beliefs to bring about transformation in the community, believing that everyone has the right to dignity in society, development of their skills, a chance to work, and hope for the future.

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...for the benefit of the public and within a Christian ethos, to act as a resource for young people between the ages of 16 to 24 living in Bournemouth Christchurch Poole by providing advice, assistance and

support and organising educational programmes and other activities as a means of:

- a) helping young people advance in life by developing their skills, capacities and capabilities to enable them to integrate into and participate in society as independent, mature and responsible individuals;*
- b) advancing education;*
- c) relieving unemployment, enabling young people to generate a sustainable income and be self-sufficient;*
- d) providing recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life.*

In this financial year, BST successfully ran its six-week Spear programmes online in cooperation with Resurgo Trust. Spear Bournemouth is for 16 to 24 year-olds from disadvantaged backgrounds not in education, employment or training (NEET). Building on the success of the Spear programme in London, it offers young people in Bournemouth Christchurch Poole the opportunity to challenge their mindset and improve their work readiness through providing free, interactive, six-week courses to help prepare them for and get them into employment, training or education. Spear exists to “ignite a vision of the possible” in NEET young people by focusing on the key issues that help them to succeed in work: attitude, confidence and qualification.

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BST has used existing relationships in and around Lovechurch, and instigated new relationships with local authority agencies and businesses in Bournemouth Christchurch Poole, to grow a strong volunteer base and continuing financial support.

BST employs three staff at its Spear Centre, each with a background in youth work, training and education for young people. They receive regular training from Resurgo. The relationship with Resurgo is further strengthened through regular formal and informal meetings between individual BST trustees and Resurgo staff.

In order to attract young people to the Spear course, BST staff and trustees publicise the courses directly at local Job Centres and also to local service professionals (including targeted youth support teams, youth justice and social services), charities, hostels, doctor surgeries, apprenticeship providers, education providers and organisations who can make referrals. Local business, civic and charitable figures have been invited to the online Spear Celebration events held at the end of each six-week programme, many of whom attend and subsequently have championed Spear, referred young people to the programme, or have volunteered on the programme.

BST looks to make as extensive use of volunteers as possible in its activities, as we believe that there are rich opportunities for mutual benefit. Volunteers are particularly valued as mock interviewers of course participants, and hosts for company visits or work experience placements.

Achievements and Performance

Bournemouth Spear Trust prides itself on providing transformative training for the young people on our programmes, and delivering impressive results.

BST ran three Spear Foundation programmes during this financial period (8 September 2020 to 31 August 2021). The total number of participants on these courses was 42, 86% of whom successfully completed the programme. Follow up indicated that since the first course commenced in April 2020, at any given time, up to 92% of Spear Candidates from all cohorts were in employment, education or training after 5 months. This success rate was ahead of our objective of 75%.

The young people who engage with Spear often have a multitude of barriers holding them back from work. Many of the trainees who do Spear have 3 or more indicators of disadvantage including having mental health challenges, a criminal record, low educational attainment, family involved in crime and living in council or supported housing.

Bournemouth Spear in the words of trainees, referrers and mock interview volunteers

You taught me that I've got so much untapped potential, that I'm starting to slowly believe it now – Trainee email to their interviewer

I've done a few other programmes but Spear is single-handedly the best thing I've done
– Spear Trainee

It's given me this hope that I can do what I want to do and I can achieve the kind of goals I'm setting for myself...It has opened so many doors for me and it's something that's honestly changed me so much. – Spear Trainee

When I was younger, I didn't know how to deal with my anger. I sat in my room and wasted away a few years of my life. I went to a few schools all across the UK who helped in different ways. But it wasn't until I got in contact with Spear that I realised most people do want to help you and do want you to succeed at life. - Spear Trainee

My work coach suggested that I try Spear. They were so welcoming and accepting of everyone's circumstances. They didn't judge you in any way – it was so nice to be appreciated...I'm just so excited, I have an interview lined up next week and it's all thanks to Spear! ...Without them, I wouldn't be where I am today. – Spear Trainee

If you know anyone who may benefit from this course, I highly recommend it, it's great and it's taught me so much. If I was in that situation 6 weeks ago again, I'd do it all again. – Spear Trainee

I started this programme feeling desperate and unmotivated about my life and the world in general. But now, I just feel so hopeful about the future. – Spear Trainee

Spear was about learning I have a voice, that I'm important and that I shouldn't be afraid to contribute to everything. So now I can get up and tell my story in front of all of you and not

feel wrong or that I shouldn't be talking...It's been life-changing ...thank you to my peers and coaches for changing me as a person and for realising my value. – Spear Trainee

You guys always have such a positive vibe on your calls. Well done Team Spear! – Referrer

The celebration today was just the most fulfilling experience; these people are amazing with their courage and how they overcome and have worked together supporting each other.

I have seen your presentation before about SPEAR but until today I had no idea on the impact it could have on lives and to get the 12 months support too is so valuable. Needless to say, I will be recommending you to colleagues and clients! - Bournemouth JCP work coach

Myself and all my colleagues enjoyed meeting you and we very much appreciate the time you took to meet with us and to give us an insight of the programme. Everyone went away with admiration for the work you do for young people. – Spear Referrer

You are ALL fantastic & can see what a blessing each of you are to those who start the course feeling hopeless, to finish the 6 weeks speaking & acting with complete confidence, then hearing from previous groups on how well they're getting on. - Spear Mock Interviewer

An insight into where Bournemouth Spear Trainees are now:

LUSH
Busy Bee's Nursery
Skills and Learning
Make-Up Artist
Specsavers
Office Assistant
YCP Programming
Connetika
The National Trust
Bournemouth and Poole College

Financial review

Funding from grants amounted to £86,631 for the financial year. Individual donations and other fundraising for the financial year totalled £1,790. All funds received were unrestricted.

Expenditure in the financial year, all incurred in support of the charitable objectives, was £86,413, principally for partner licence fees and staff salaries. Total funds carried forward amounted to £2,009 as a result.

Although Spear had only £2,009 of funds in its bank account on 31 August 2021, the charity expects to receive additional grants of £56,000, comprising of grants receivable from the DCMS (£26,000) and ESFA (£20,000) plus individual donations pledged (£10,000). Fundraising to meet ongoing expenditure and maintain financial reserves is ongoing.

The Trustees' responsibilities in relation to the financial statements

Charity law requires the Board of Trustees to prepare financial statements for each accounting year, which give a true and fair view of the state of the charity and of its income and expenditure for the year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue to operate

The Board of Trustees is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity and enable it to ensure that the financial statements comply with applicable accounting statements and statements of recommended practice and the regulations made under the Charities Act 2011. The Board is also responsible for safeguarding the assets of the charity and for taking reasonable steps to prevent fraud or any other irregularities.

The Board of Trustees has examined the charity's requirements for reserves in the light of the main risks to the organisation. Through ongoing fundraising, BST aims to have funds that, together with future regular contributions and other committed sums, would be sufficient to cover at least the next three months of its activities. This is to mitigate against the risk of a cashflow deficit should insufficient funds be raised to meet the ongoing cost of operations. BST makes use of St Swithun's Church premises. It therefore has limited exposure to the costs of repair and upkeep of its facilities. The trustees continue to review and assess the key risks facing the charity and ensure appropriate actions are taken.

Future plans

BST plans to continue the activities outlined above in the forthcoming years, continuing to deliver exceptional training and impressive results, and working to deepen relationships with other organisations in the local community to increase referrals and open up new opportunities for the young people we have the privilege of working with.

Approved by the Board of Trustees on 15/12/2021 and signed on its behalf by:



Full name: Timothy John Matthews

Position: Chair of Trustees since 8 September 2020

Date: 15/12/2021

Independent examiner's report to the Trustees of Bournemouth Spear Trust

30th November 2021

Bournemouth Spear Trust
St Swithuns Church
Gervis Road
Bournemouth
BH1 3ED

INDEPENDENT EXAMINER'S REPORT ON THE ACCOUNTS

Report to the trustees of Bournemouth Spear Trust

On accounts for the year ended 31st August 2021

Respective responsibilities of trustees and examiner

The charity's trustees consider that an audit is not required for this year (under section 144(2) of the Charities Act 2011 (the Act)) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts (under section 145 of the Act);
- To follow the procedures laid down in the General Directions given by the Charity Commission (under section 145(5)(b) of the Act), and
- To state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination was carried out in accordance with General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that, in any material respect, the trustees have not met the requirements to ensure that:
 - a. proper accounting records are kept (in accordance with section 41 of the Act); and
 - b. accounts are prepared which agree with the accounting records and comply with the accounting requirements of the Act; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: ...SueW....

Date: ...30/11/2021.....

Sue Wintle FMAAT

Accounting Technician

27 Bascott Road
Wallisdown
Bournemouth
Dorset
BH11 8RJ

Statement of financial accounts

Bournemouth Spear Trust

Receipts and payments	Period ended		
	Unrestricted	Restricted	31-Aug-21 Total
Receipts:			
Grants	86631		86631
Donations Received -Non Gift Aid	1790		1790
Investment Income	0		0
	<u>88421</u>	<u>0</u>	<u>88421</u>
Payments:			
Partner License	55000		55000
Trainee Supplies	160		160
Stakeholder Engagement	18		18
Travelling	215		215
Postage and Carriage	20		20
Computer and Software	2551		2551
Mobile Charges	1218		1218
Mileage Claims	28		28
Refreshments	101		101
Staff Welfare	5		5
Bank Charges	56		56
Staff Salaries	25292		25292
Employers Pensions	1279		1279
Professional Fees	471		471
	<u>86413</u>	<u>0</u>	<u>86413</u>
Excess of receipts over payments	<u>2009</u>	<u>0</u>	<u>2009</u>
Transfers between funds			
Funds brought forward	<u>0</u>	<u>0</u>	<u>0</u>
Funds carried forward	<u>2009</u>	<u>0</u>	<u>2009</u>

Statement of Assets and Liabilities:

Assets:		
CAF Gold bank account		1000
CAF Cash bank account		1009
		<u>2009</u>

