

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

Contents	Page number
Annual report	2 to 7
Independent Examiner's report	8
Statement of Financial Accounts	9

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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.

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 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.

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 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 31-Aug-21		
	Unrestricted	Restricted	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></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	<u>1009</u>
	<u>2009</u>

