

**Bournemouth Spear Trust**

**Annual Report and Financial Statements**

**Financial Year 4 – 1 September 2023 to 31 August 2024**

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**Bournemouth Spear Trust**  
**Annual Report and Financial Statements**  
**Financial Year 1<sup>st</sup> September 2023 to 31<sup>st</sup> August 2024**

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](mailto: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)
- Ms Kate Oliver (Trustee since May 2023)
- Rev Glenn Prince (Trustee since August 2023)
- Mrs Alison Geake (Trustee September 2020 to January 2024)
- Mrs Mandy Bond (Trustee since January 2024)
- Mr James Carnegie (Trustee since January 2024)

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 8 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. 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.

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 20<sup>th</sup> 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.

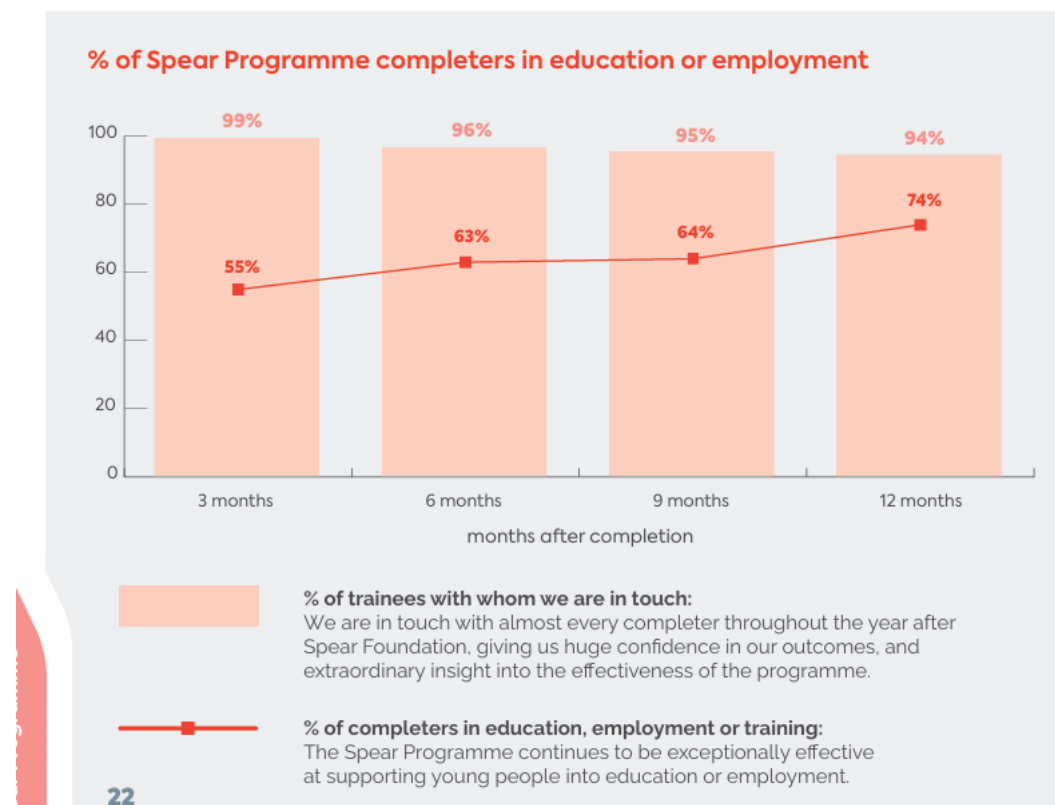
In 2022, because of the high quality of data collected, Resurgo were approached to have the Spear programme evaluated by the Department for Work and Pensions' (DWP) Employment Data Lab. Using key identifying information, alongside data from the DWP, the Department for Education and HMRC, the Data Lab 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 ...

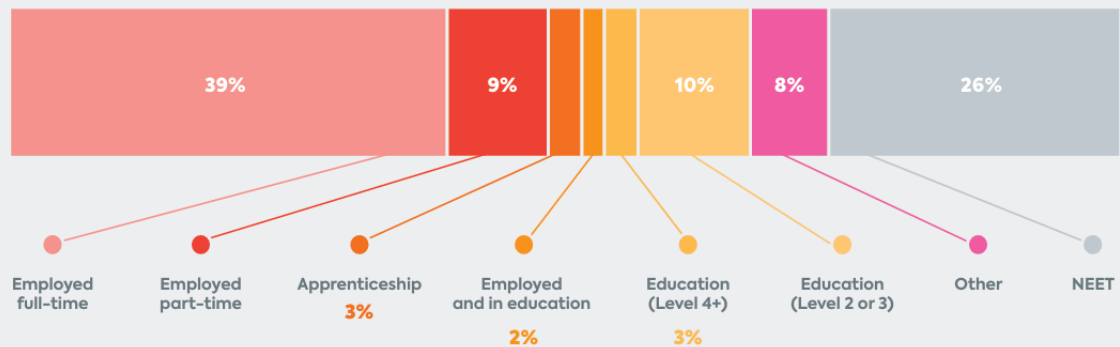
*Sustaining work or education has a transformative impact on the future prospects for young people (see page 24 for more on this). For this reason, rigorous outcomes tracking is a central part of our impact methodology.*



## ... 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.

### Type of outcomes for Spear Completers (12 months after finishing Spear Foundation)



### Why education?

The Impetus Youth Jobs Gap<sup>4</sup> 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



### For society



### 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 20<sup>th</sup> 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 be 'JP', is centered within a light blue 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 31<sup>st</sup> 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
	£ 127,082	£ -	£ 127,082	£ 89,297
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 Software	£ 589		£ 589	£ 2,045
Mobile Charges	£ 971		£ 971	£ 966
Giving Platform	£ 108		£ 108	£ 54
Mileage Claims	£ 180		£ 180	
Refreshments	£ 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
	£ 133,064	£ -	£ 133,064	£ 97,730
Excess of receipts over payments	£ (5,982)	£ -	£ (5,982)	£ (8,433)
Transfers between funds				
Funds brought forward	£ 15,347	£ -	£ 15,347	£ 23,780
Funds carried forward	£ 9,365	£ -	£ 9,365	£ 15,347

## Statement of Assets and Liabilities

### Assets:

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